

# Agreement



ENTERED AGREEMENT

District No. 18, United Mine  
Workers of America

— AND —

The Western Canada Bituminous  
Coal Operators' Association



Effective From

February 17th, 1959 to February 18th, 1962.



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# INDEX

	Page
Abnormal Weather Conditions .....	18
Agreement covering strip mines in all Bituminous Areas with Classifications and Day Wage Rates for Strip Mines .....	121
Blasting .....	20
Brazosa Collieries Limited .....	83
Brushing .....	17
Cadomin Coal Company Limited .....	95
Check-Off .....	4
Check weighmen and check measures .....	12
Chinese Labour .....	18
Construction and Extensive Repairs .....	12
Contract Rates and Local Conditions .....	27
Contract not to be avoided by Miners' Constitution or Rules .....	18
Crow's Nest Pass Coal Company Limited .....	28
Delivery of Material .....	14
Disabled Workmen .....	21
Division of Work .....	13
Doctor and Hospital Arrangements .....	15
Dual Classifications .....	29
Duties of Pit Committee .....	7
Employees not under Jurisdiction .....	31
Employees to care for Mine .....	18
Form of Order .....	4
Forty-hour Week and Overtime .....	19
Funerals .....	15
Hillcrest Mohawk Collieries Limited .....	87
Holidays .....	15
Holidays with Pay .....	22
House Coal .....	27
International Coal and Coke Company .....	42

	<b>Page</b>
<b>Kananaskis Exploration and Development Company Limited</b>	<b>119</b>
<b>Loading Coal from Chutes</b>	<b>14</b>
<b>Luscar Coals Limited</b>	<b>104</b>
<b>Management of Mine</b>	<b>4</b>
<b>Market Restrictions</b>	<b>13</b>
<b>McGillivray Creek Coal and Coke Company Ltd.</b>	<b>48</b>
<b>Mechanized Mining Commission</b>	<b>19</b>
<b>Miners Taken to do Company Work</b>	<b>14</b>
<b>Minimum Rate</b>	<b>13</b>
<b>Mountain Park Coals Limited</b>	<b>109</b>
<b>New Work</b>	<b>3</b>
<b>Pay Day</b>	<b>13</b>
<b>Payment for Part Shift Work</b>	<b>21</b>
<b>Penalty for Absence from Work</b>	<b>12</b>
<b>Powder</b>	<b>20</b>
<b>Preference of Employment</b>	<b>13</b>
<b>Re-employment of men who left their Employment to become check weighmen or Miners' Local Union Officials</b>	<b>22</b>
<b>Retirement</b>	<b>17</b>
<b>Rock Miners</b>	<b>17</b>
<b>Settlement of Local and General Disputes</b>	<b>6</b>
<b>Single Shift</b>	<b>16</b>
<b>Stopping of Miners' Place</b>	<b>21</b>
<b>Store</b>	<b>18</b>
<b>Sub Contracting</b>	<b>15</b>
<b>Term of Agreement</b>	<b>3</b>
<b>The Canmore Mines Limited</b>	<b>72</b>
<b>Turn of Cars</b>	<b>18</b>
<b>Welfare Fund</b>	<b>22</b>
<b>West Canadian Collieries Limited</b>	<b>54</b>
<b>Wet Places</b>	<b>10</b>
<b>Working Partners</b>	<b>20</b>

# Agreement

AGREEMENT entered into between:

UNITED MINE WORKERS OF AMERICA,  
DISTRICT 18,

of the First Part,

and

THE WESTERN CANADA BITUMINOUS COAL  
OPERATORS' ASSOCIATION,

of the Second Part

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto from the Seventeenth Day of February, A.D. 1960 to the Sixteenth Day of February, A.D. 1962.

The parties to this Agreement will meet in Joint Conference sixty (60) days prior to the expiration to discuss a renewal thereof.

No notice of termination shall be given or accepted by either party during the life of this Agreement.

It is mutually accepted and agreed that this Agreement is intended to be a binding instrument to be fully observed and carried out by the respective parties in all its details.

No strike or lockout or local stoppages of work shall be called or maintained during the life of this Agreement. If, notwithstanding the foregoing, a strike or stoppage of work should occur, then District 18, United Mine Workers of America agrees that it will deal with its Membership in the manner and way provided by Section 11 of Article 21 of the Constitution of the International Union, United Mine Workers of America, and the Coal Operators agree that any fines imposed in accordance with the above will be collected by them and paid into the Welfare Fund.

There shall be no deliberate limitation of production,

either by direct or coercive methods on the part of the miners and mine workers, and any person or persons party to such practice shall be subject to summary discharge.

## MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine, and the direction of the working forces are vested exclusively in the company, and the United Mine Workers of America shall not abridge this right.

## CHECK-OFF

This contract is made and entered into for the sole use of the United Mine Workers of America and the Members of the Western Canada Bituminous Coal Operators' Association. All men who work in and around the Mines who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines.

The Membership dues including initiation fees, fines and assessments of the United Mine Workers of America as authorized and approved in writing by the Local Union, shall be checked off the wages of the employees by the operators covered by contract, and shall be remitted by the operators, to the properly designated officer of the United Mine Workers of America. Such remittance shall be accompanied by an itemized statement showing the name of each employee and the amount checked off for dues, initiation fees, assessments and fines.

## FORM OF ORDER

To \_\_\_\_\_ 19\_\_\_\_

To \_\_\_\_\_

I authorize and empower you to deduct and pay to the Acting Secretary of District No. 18, United Mine

Workers of America, or such person that official shall designate, from my earnings from month to month the sum of Five Dollars (\$5.00) for dues, fines and assessments (and where designated in addition, the sum of Ten Dollars (\$10.00) per month for five months until a total of Fifty Dollars (\$50.00) has been paid for initiation fees) or such less amounts as may be designated by the Acting Secretary of the District or such other person as he may appoint by Order.

(Signed) \_\_\_\_\_

Witness \_\_\_\_\_

## SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or by any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee or by a member of the Local Executive, he shall be permitted to do so.

(b) In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute

arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Commissioner of the Western Canada Bituminous Coal Operators' Association and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a joint committee of six (6) composed of the Commissioner of the Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 18, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon one, the Commissioner of the Association and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached, but where miner, miners, mine laborer or mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five (5) days where a man or men has or have been unjustly discharged, the case shall be dealt with



according to this Article, and if it is proven that he or they has or have been unjustly dealt with, he or they shall be reinstated.

If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in subsection (c) to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

(f) If the Commissioner of the Association or the President of the District are unable, on account of sickness or absence from the district, to attend to the duties hereinbefore set out, these duties would be assumed by either the President or Vice-President of the Association and by either the Vice-President or Secretary of the District, or by their nominees within the respective organizations. Due notice to be sent immediately by either party to the other.

(g) Settlements and decisions that have been made and are in effect may be introduced on their merits as matter of reference in taking up disputes during the life of this agreement.

If the United Mine Workers and the Association can agree upon a proper person to be appointed as Chairman for a term certain, then such person would be the Chairman as required by Section (c) above.

The expenses involved in the above arrangement would be shared on an equitable basis by both parties.

### **DUTIES OF PIT COMMITTEE**

The Pit Committee shall be a committee of three (3) in each mine or other plant covered by this agreement, selected by the employees working at such mine or

other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the Local Union, not necessarily an employee, but he must previously have been selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

Where more than one mine is included in a Local Union the preceding paragraph shall be interpreted to mean that the Secretary of the Local Union may act as the Pit Committee provided, however, that he must previously have been selected as Secretary from amongst the employees of one of the mines over which the Local Union has jurisdiction.

The duties of the Pit Committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General Disputes" and they shall under no circumstances go around the mines unless by permission of the management in the discharge of their duties.

Where a local dispute is to be taken up with the Mine Superintendent or Mine Manager, twenty-four hours' notice in writing and the nature of the dispute shall be given so as to allow time for investigation of the dispute. If mutually agreeable, disputes may be dealt with on shorter notice.

## NEW WORK

Whenever any new work arises, a price for which has not been provided for in this agreement, on the request of the Company or of the miners, a joint committee of six, composed of the Commissioner of the Association, the General Manager or General Superintendent of the mine where the price is asked for and another appointed by him, the President of District 18, the President or Secretary of the Local where the price is

asked for and one other District officer shall meet within fourteen days. If they agree, their decision shall be binding upon both parties. In the event of their failure to agree they shall endeavor to select an Independent Chairman and failing to agree, each Chairman, the Commissioner of the Assamut, and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties.

Whenever any new system of work is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or the employees may ask for a price to be fixed on the work as "New Work" as for example a change from "Longwall" to "Pillar and Stall" or vice versa, shall be considered New Work.

In making a price for New Work the parties shall be guided by existing prices in the same mine or mines in the neighborhood.

Mean-while if the work is continued until such price has been arranged, all men shall be paid \$11.35 per shift.

Provided that where it is found impracticable to arrive at a contract rate for New Work owing to the system of mining or the use of the mechanical equipment or experimental methods, the rate of \$11.35 per shift shall be paid.

Provided further that where an existing contract rate has been established and mechanical equipment is in use and is not giving satisfaction, the parties may mutually agree to a day wage basis, the Company rate to be \$11.35 per shift.

It is understood and agreed, when a price has to be set for new work or new mine, same shall be negotiated as provided in the first paragraph in the New Work

clause, provided, however, if the decision of the Committee as constituted is not unanimous, either party will have the right to appeal to an Appeal Board constituted of one representative from each side and presided over by a chairman appointed by the Federal Minister of Labor. The decision of this Board shall be final and binding on both parties.

### MEXICANIZED MINING COMMISSION

A Joint Commission is hereby created to be known as the Mechanized Mining Commission which shall consist of twelve representatives six to be appointed by District 15 United Mine Workers of America two by the Western Canada Miners and Coal Operators Association and by the International Operators Association of Western Canada and one each by Operators in the Columbia and Saskatchewan respectively. In any event there shall be an equal number of representatives appointed by District 15 United Mine Workers of America and Operators participating.

Each Commissioner so appointed shall name an alternate who will attend meetings in the absence of his principal.

The Commission shall meet to organize within sixty days after the signing of this Agreement shall elect its Chairman and Secretary-Treasurer and hire such employees from time to time as may be mutually agreed upon.

It shall be the duty of this Commission to make a joint study of the problems arising from mechanization of coal production by the use of conveyors, mobile loading machines and such other mechanical equipment as may be introduced for the area covered by District 15, United Mine Workers of America, including the problem of displacement of employees.



## CONSTRUCTION AND EXTENSIVE REPAIRS

All men working on construction, improvements, and extensive repairs shall be members of the United Mine Workers of America, except skilled workers and members of recognized unions. All men working on the aforesaid operations shall not suspend work but shall continue to completion of such work if required to do so by the Company.

The erection of head frames, triples, breakers, washers, buildings, coke ovens, and all machinery, railroad tracks and switches, etc., necessary for the completion of a plant or building, the erection of construction work and extensive repairs or rebuilding of the same class of work are to be considered as improvements and extensive repairs.

## PENALTY FOR ABSENCE FROM WORK

When any employee absents himself from work for a period of two days unless through sickness or by first having properly arranged with the Pit Boss or Foreman and obtained his consent, he may be discharged. All employees whose absence from work would cause any stoppage of work must before absenting themselves properly arrange with or notify the Pit Boss or Foreman for or of their absence otherwise they may be discharged. Any employee who absents himself from work to the extent of three (3) single days in any month may be discharged.

## CHECKWEIGHMAN AND CHECKMEASURES

The Company will grant the right to the miners to employ the weighmen and checkmeasures and will grant the said checkweighers and checkmeasures every facility including weigh sheets free of charge, to enable them to render a correct account of all coal

weighted or shifted and a  $P$  value the way to be tested from time  $t_1$  to the end is easy to be properly tested from the  $t_1$  and a shifted  $t_2$  on the way of all  $t_1$  to  $t_2$  every such  $t_1$  to  $t_2$  may be done and  $P$  value may be calculated and the same for the  $t_1$  to  $t_2$  of each  $t_1$  to  $t_2$  for  $t_1$  to  $t_2$  and  $t_2$  to  $t_3$  and  $t_3$  to  $t_4$  and  $t_4$  to  $t_5$  and  $t_5$  to  $t_6$  and  $t_6$  to  $t_7$  and  $t_7$  to  $t_8$  and  $t_8$  to  $t_9$  and  $t_9$  to  $t_{10}$  and  $t_{10}$  to  $t_{11}$  and  $t_{11}$  to  $t_{12}$  and  $t_{12}$  to  $t_{13}$  and  $t_{13}$  to  $t_{14}$  and  $t_{14}$  to  $t_{15}$  and  $t_{15}$  to  $t_{16}$  and  $t_{16}$  to  $t_{17}$  and  $t_{17}$  to  $t_{18}$  and  $t_{18}$  to  $t_{19}$  and  $t_{19}$  to  $t_{20}$  and  $t_{20}$  to  $t_{21}$  and  $t_{21}$  to  $t_{22}$  and  $t_{22}$  to  $t_{23}$  and  $t_{23}$  to  $t_{24}$  and  $t_{24}$  to  $t_{25}$  and  $t_{25}$  to  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### RESEARCH DESIGN

In fact an employee is the owner of company assets and should share part of the company's financial success just as a shareholder is to share in the profits. For the same reason, the company agrees to give company stock having dividend potential and low risk as payment. If management is unhappy with the way in which the agreement is working it can try to make the employee share in the risk. If it fails to persuade the employee to share in the risk then the employee will probably quit and management will have to start from the beginning of employee selection. The foregoing understanding that he will not be able to do the work required of the employee is the basis of the work required.

2009 10/15/2009 10/15/2009

The Company agrees on-far as reasonably practicable to pay equal remuneration to its employees irrespective of sex. In case of a general reduction in remuneration of working men the Company agreed not to curtail rate of payment provided however that the men earning within the company rate are competent to do the work.

UNITED STATES OF AMERICA

When a worker's working place becomes distorted  
due to any physical conditions, it is often said to

any district becomes so hard, preventing him from earning the minimum wage of \$10.95 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, provided he has done a fair day's work. Provided also, however, that regard shall be had to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

The above rate shall be paid exclusive of all charges.

### **MINERS TAKEN TO DO COMPANY WORK**

The Company shall pay the sum of \$10.95 per day for all miners taken from contract work to do Company work.

### **DELIVERY OF MATERIAL**

In accordance with the Coal Mines Regulation Acts of Alberta and British Columbia, the Company will at all times deliver an adequate supply of suitable timber, rails, ties, planks, conveyor material and sheet iron at the nearest cross-cut to the face of all raise work and in places where the regular pit cars go to the working face without being handled by the miner, they shall be delivered on the cars to the working face. In other places across the pit the timber, rails, ties, planks, conveyor material and sheet iron will be delivered to the mouth of the room.

### **LOADING OF COAL FROM CHUTES**

In pitching seams where chutes are used, the Company will handle all coal placed in the chutes by the miners.



## **DOCTOR AND HOSPITAL ARRANGEMENTS**

Doctor and hospital arrangements shall be as provided for in the Workmen's Compensation Acts of Alberta and British Columbia.

## **STORE**

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

## **HOLIDAYS**

The following days shall be observed as holidays: New Year's Day, Good Friday, May 1st, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day. Men required to work on any of the above holidays shall be paid at the rate of time and one-half or rate and one-half.

## **FUNERALS**

In the case of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the mine where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work until the day of the funeral when all mines shall be idle.

## **SUB-CONTRACTING**

No sub-contracting shall be allowed in any mine operated by any Company.

## **EMPLOYEES TO CARE FOR MINE**

In the case of either local or general suspension of mining, either at the expiration of this Agreement or

otherwise, the engineers, firemen, pumpmen and Beehive Coke Oven employees shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care and operate fans and pumps, and lower and hoist work men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's plant, but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

## SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

## WET PLACES

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over 4 1/2" deep, shall be considered a wet place. The rate for wet places shall be 50c per day extra for all inside men.

Where water conditions are abnormal either from top or involving continual standing in water, special consideration will be given by the companies to the workmen either in time or in money in addition to the 50c per day above referred to.

## ABNORMAL WEATHER CONDITIONS

In the case where an underground employee is required by the Company to perform duties outside of the mine under abnormal weather conditions, the Company agrees to provide suitable extra clothing to keep him warm and dry during the performance of such work.

The foregoing shall not apply to any employee engaged in his usual occupation in or about the mine.

## ROCK MINERS

Where a man is engaged on rock work where hammer and steel are used, he shall be considered a "Rock Miner" and paid Rock Miner's wages.

If an air drill is used, the driver shall be paid Machine Runner's wages and the Helper paid Machine Runner's Helper's wages. If a jack-hammer is used, the driver shall be paid Rock Miner's wages. The other men shall be classed as miners or laborers as the case may be.

When a man is engaged on work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal, he shall be classed as a "Rock Miner" and where the amount of loose coal is greater than the amount of loose rock he shall be classed as a "Coal Miner"

## BRUSHING

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "Coal Miner". If the brushing is done by hammer and steel, he shall be classed as a "Rock Miner"

Timbermen taking out rock while engaged in retimbering or repairing shall not be classed as Rock Miners.

## RETIREMENT

Where any employee has drawn his time before the regular pay-day he thereby severs his connection with the Company and any alleged grievance he may have ceases to be a question for consideration under this agreement. The words "drawn before the regular pay-day" are satisfied by the application of the employee for, and his receipt of, his time-check before the regular pay-day.

## CHINESE LABOR

The United Mine Workers of America do not in any way prohibit the employment of Chinese in or around the mine, but where such labor is employed they shall be paid the scale for such work with the following provision, i.e., that where they are now employed at Carmore, the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of the agreement.

## PAY-DAY

All wages earned by any person or persons employed in or about a mine shall be paid in accordance with the Coal Mines Regulation Acts of Alberta and British Columbia. Any employee desiring to leave the service of the Company on his request shall be paid all monies due him within two days after his stoppage of work.

Present practice with the various companies to be adhered to.

## MARKET RESTRICTIONS

It is agreed that District 18 United Mine Workers of America, vol. not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

## TURN OF CARS

The Company shall, as far as practicable, supply each miner with an equal turn of cars.

## CONTRACT NOT TO BE VOIDED BY MINERS' CONSTITUTION OR RULES

This contract is in no case to be set aside because of any rule of the United Mine Workers of America

now in force or which may hereafter be adopted nor in that subject to be set aside by a grant of any provisions in the National District or Local constitutions.

## FIFTY HOUR WEEK AND OVERTIME

The normal week week shall be a days a week of eight hours a day from Monday to Friday inclusive and any one or more of eight hours in any one day or more than five hours a week shall be paid on the basis of time and a half and one and one half respectively with the overtime premium.

Employees who are engaged shall work on the sixth day when required by the company.

In the case that the work is called on any day of the week on Monday through Friday there is no overtime pay and the employee is paid on the basis of time and a half and the company is not to receive overtime payment over time and a half and a half and a half a day unless it is for those employees who have worked more than 8 hours during the week or more than eight hours on that day.

In no case shall overtime rate be pyramidical.

On all companies engagements being shifts may be staggered and arrangements made between the company and the employee to accommodate a day or night change of shift with a premium of 10% and one-half rate of 10% for the additional time earned on the average ten hours per week.

New employees or employees who come as temporary and underground employees may at the discretion of the company start their 5 day week on Monday or Tuesday as the case requires.

Nothing under this heading shall be construed to

prevent arrangements being made between any company and the Local Union to produce coal on the sixth day at time and one-half and rate and one-half respectively. Provided that on underground mining operations, where a sixth productive day is sought by the Company, it must be understood that all men employed shall be given the opportunity to work on that day.

Stripping operations shall not be permitted to work on the sixth day unless the underground mine operated in connection therewith has worked five days in that week. It being understood that an agreement holiday shall be counted as though it was a work day.

## **POWDER**

Where explosive supplies are being sold to the miners, they shall be furnished at cost price, which shall include handling, transportation and insurance.

In the event of a dispute arising over the price of powder, the men shall have the right to examine the invoices.

## **BLASTING**

Where in the future blasting is prohibited in any mine and it can be shown that the earnings of the miner are decreased thereby, the contract rates shall be taken up as under the "New Work" clause and an equitable allowance made.

## **WORKING PARTNERS**

Contract miners may with the consent of the Management choose their own working partners.

## **DUAL CLASSIFICATIONS**

In the case of a man working in a dual capacity, he shall be paid the rate that is highest for the class of work performed.

## DISABLED WORKMEN

Men having permanent partial disability, or partial disability sustained in and around the mines shall be given preference in the class of work they can perform over other workmen. This latter takes precedence over the Seniority clause in the Agreement.

## PAYMENT FOR PART SHIFT WORKED

The Company agrees that men will not be called out for work on, or there is reasonable assurance of at least four hours work provided however that accidents involving or operations or malfunctioning of railway cars occurring beyond the control of the Company shall not be regarded as cause for payment beyond time worked.

However this shall not be interpreted to mean that the Company can establish a shorter shift than eight hours for surface employees and underground Company men, and if there is a breakdown or absenteeism to the extent of affecting underground operations and the men continue to work beyond four hours time, then they shall be provided work to complete the eight-hour shift or be paid a full eight hour shift.

NOTE: It is agreed that the Management will give proper consideration to the foregoing Provisions of this Clause which is to be strictly adhered to.

## STOPPING OF MINER'S PLACE

That in the case of a miner's place being stopped, the same miner provided he is still an employee of the Company is to be given first preference of said place if the place is ever opened up again.

## **RE-EMPLOYMENT OF MEN WHO LEFT THEIR EMPLOYMENT TO BECOME CHECKWEIGHMEN OR MINERS LOCAL UNION OFFICIALS**

Where the practice exists at present of taking back into employment of a Company men who left its employment to become checkweighmen or local union officers it is recommended that this practice be continued.

## **WELFARE FUND**

The Welfare Fund established by Agreement between both parties dated October 1st 1948, with all its provisions to remain in effect except as hereby amended.

(1) By Agreement dated February 21st 1950

(a) The name of the Fund is changed from "Welfare Fund of District 18 U M W of A" to Welfare and Retirement Fund of District 18 U M W of A.

(b) The payments into the Fund by the Coal Operators who are members of the Western Canada Bituminous Coal Operators' Association shall be 1¢ per ton on all coal sold or used.

(2) By Agreement dated February 4th, 1950 The payment of 1¢ per ton on all coal sold or used by the Coal Operators who are Members of the Western Canada Bituminous Coal Operators' Association is extended from the Seventh day of February, 1950, to the Sixteenth Day of February 1951.

## **HOLIDAYS WITH PAY**

1. (a) That one day's holiday credit will be granted to any employee who has lost not more than twelve hours during the month. However if any employee



averages 20 working shifts per month during the year, he will be entitled to 12 days' holiday with pay.

A maximum of 12 days' pay may be earned, but holidays taken must be taken within a period of two weeks.

(b) Basic period for holiday computation shall be established as the twelve months ending March 31st of any year.

(c) All holidays earned in the year or part of year ending at March 31st will be due to be taken by the employee at any time during the following twelve months.

The Company will have the right to close down the mine for a two weeks' period for the purpose of giving men holidays with pay, but the period at which this would be done would be mutually arranged between the Company and the Local Union.

In the matter of employing men during the shutdown period.

Preference should first be given to men who have time or no holiday credits due.

Second preference should be given to men who may desire to take their holidays at some other time.

Men retained in employment should be permitted to take holidays at such other time as could be mutually arranged.

All of the foregoing would be subject to the ability of the man to do the work required.

(d) No person shall be qualified for holidays with pay until he has completed twelve months' employment with the Company. Men who have not been in the employ of the Company for the full 12 months period

ending March 31st will be given credit for holidays earned up to that date. Such holidays to be taken only in the calendar year in which they are earned.

4. The holiday rates of pay for all casual employees shall be the same as the full rates of pay for the casual employees who have been employed during the month in which the holiday is to be taken.

5. With respect to casuals beyond the control of the employer, the following shall apply:

(a) When an employer engaged a replacement of the casual under Section 10 of the Labour Laws Act in 1947, a casual employee who was employed by the employer before the casual was engaged shall be entitled to the holiday pay for the period in which he was employed.

(b) When an employer engaged a casual of the kind known as "seasonal" or "casual" under the Labour Laws Act, 1947, a casual employee who was employed by the employer before the casual was engaged shall be entitled to the holiday pay for the period in which he was employed. The employer shall be liable to pay the holiday pay for the period in which the casual was employed.

6. The employer shall be liable to pay the holiday pay for the period in which the casual was employed. The employer shall be liable to pay the holiday pay for the period in which the casual was employed. The employer shall be liable to pay the holiday pay for the period in which the casual was employed.

7. The employer shall be liable to pay the holiday pay for the period in which the casual was employed. The employer shall be liable to pay the holiday pay for the period in which the casual was employed.

8. The employer shall be liable to pay the holiday pay for the period in which the casual was employed. The employer shall be liable to pay the holiday pay for the period in which the casual was employed.

have not completed the work allotted to them, they shall be credited only with the time worked.

It should be noted that Clause 1 (a) has been amended to allow an additional four hours for time lost under this Clause.

(f) Where a mine is ready for work and men do not turn out a sufficient number to operate the mine, the Company will assume no responsibility for holiday credits for any men who may be compelled to return home.

(g) A day as referred to herein shall be a shift of eight (8) hours worked, overtime worked beyond 8 hours shall be credited to the days worked in qualifying for holidays.

(h) Where leave of absence has been granted by the Mine Manager for legitimate reasons satisfactory to himself, such absence would be counted as time worked.

Responsibility for holiday credits under the clause shall be limited to two days' leave.

4. Where a man normally employed by the Company as a relief checkweighman or checkmeasurer and the remaining days worked in any month would qualify him for holiday allowance, the Company will accept such qualification and carry its proportion of the cost of holidays so granted, the balance to be borne by the checkweigh fund.

### 3 Limitation regarding sickness and compensation

(a) In cases of legitimate illness certified by a doctor's certificate, a loss of not more than three days in any one calendar month would be considered as working time, and in compensation cases, a loss of not more than six days in any one month would be so considered.

(b) In the case of a man being off work on an emergency for a lengthy period as well as in cases where men go on and off work and subsequently return, this shall not be considered as having earned his full pay nor as cancelling the time of absence as an illness or injury, unless the man has been off work a total time of one year or less. This shall not apply in the case of disability.

4. That in the event of a man being paid his full pay for the taking of his leave in the case in which a special leave may be granted for a specific duration, it must be recognized that a man taking leave in the absence of which a special leave is granted, shall apply a full grant for the period in which he is absent.

5. That during any period of absence for 14 days during the year allowing for a short leave, they were earned he shall choose to use them as complete and take no other leave at the end of the two year period.

6. His days taken under his Agreement will not be considered as working days for a payment on any days worked in excess of his regular wage of 10 quid per day for a holiday, which will be accumulated through out the year and realized for the month in which his days were taken.

7. Any employee who has completed 12 months continuous service with the Company and has earned the service of his Company for any reason whatsoever shall be paid at his regular wage and under his Agreement from up to the day of his leaving the company of the Company.

8. Disputes arising hereunder will be adjusted or settled under the authority of our Agreement for the settlement of disputes.

National War Labor Board Decision Bulletin No. 17 dated September 10th, 1942 shall be used for determination in all cases where any matters arise to

which this can be specifically applied, but this shall not be used to change any of the specific provisions of the foregoing Agreement.

### HOUSE COAL

House coal and its price to employees at now effective remains unchanged. Prices to widows of men who were employees at the time of death same as to employees.

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This Agreement is based upon the full appreciation of both parties of the need for increasing time produced per man employed and expects that Contract Miners and their Wife employees shall devote their full and complete order the Regulations to the performance of their duties.

Each Contract Miner and other underground employee shall remain on duty at his working place until the time specified in order as being the end of the shift. Such specified time shall make due allowance for the time necessary to walk to the working out place and to the post trip where such is provided. Failure to remain on duty after the working shift shall make the employee subject to discharge unless good reasons are shown. If leaving the working place before the time specified is desired however, then the specified times above mentioned shall be subject to agreement between the Management and the Local Union.

### CONTRACT RATES AND LOCAL CONDITIONS

The Contract Rates and Local Conditions as embodied in the printed Agreement effective from December 15th, 1934 shall remain in force without change except as amended by this Agreement and with the following proviso:

There shall be added to the earnings of Contract Miners at the applicable Contract Rates an amount of \$4.17 per day of eight hours.

# THE CROW'S NEST PASS COAL COMPANY LTD.

## Inside Day Wage Rates

	Per Eight Hour Day
Rock Miners	\$11.43
Radial Machine Runner	11.43
Chain Cutting Machine on Long Wall	12.11
Helper Chain Cutting Machine on Long Wall	11.35
Driver Spike Team	11.16
Miners	10.95
Air Pick Miners	10.95
Scraper Headman (Large Hoist)	10.95
Jigger	10.95
Main and Tail Rope Rider	10.95
Conveyor Mover	10.95
Timberman	10.95
Shotlighters	10.95
Tracklayers	10.95
Bratticemen	10.95
Hoist	10.56-10.95
Timber Packers	10.63
Pipe Fitters	10.95
Radial Machine Runner's Helper	10.95
Driver-man	10.56
Motorman	10.56
Rope Rider	10.56
Scraper Headman (Small Hoist)	10.56
Conveyor Runner	10.39
Timberman's Helper	10.07
Tracklayer's Helper	10.07
Bratticeman's Helper	10.07
Motorman's Helper	10.07
Conveyor Mover's Helper	10.07
Pipe Fitter's Helper	10.07
Coupler-man	10.07
Pusher	10.07
Buckers	10.07
Chute Loaders and Discharge from Conveyor	10.07

	Per Night
	Hour Day
Rope and Roller	10.07
Grippers	10.07
All other labour	10.07
Boys	9.02

## DUCKBILL

### Three Man Crew

Machine Runner (In charge of Place)	12.47
Duckbill Operator	12.07
Faceman	1.47

### Four Man Crew

As above with the addition of a second Faceman	11.67
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This man may be required, among his other duties, to attend to loading at the discharge end. It is understood that the Crew duties may be intermingled.

## OUTSIDE DAY WAGE RATES

Main and Tail Rope Engineer	11.27
Raising Engineer	11.11
Blacksmiths	11.05
Welders Acetylene and Electric	
1st Class	11.05
2nd Class	10.56
Carpenters	11.05
Mechanics	10.56 11.05
Truck and Motor Mechanics	
1st Class	11.05
2nd Class	10.56
Endless Rope Engineer	10.95
Clearing Plant Operator—Air	10.95

	Per Eight Hour Day
Box Car Loader Engineer	10.55
Tipple Engineer	10.55
Coal Distributor, Preparation Plant	10.55
Locomotive Engineer	10.55
Jigger	10.55
Car Repairers	10.55
Fan Fireman	10.55
Motorman	10.55
House Repair Man	10.55
Cleaning Plant Operator -Wet	10.55
Truck Driver	10.55
Caterpillar Driver	11.17
Fireman With Certificate	10.28
Locomotive Switchman	10.12
Tipple Dumper Man	10.12
Wiperman	10.12
Driver—Outside	10.12
Fireman	10.07
Fireman's Helper	10.07
Tipple Dumper's Helper	10.07
Car Repairer's Helper	10.07
Machinist's Helper	10.07
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Electrician's Helper	10.07
Panman	10.07
Retarding Conveyor Operator	10.07
Railway Car Handler	10.07
Tipple Shakerman	10.07
Tipple Oiler	10.07
Washer Oiler	10.07
Oilers—Men	10.07
Lampman	10.07
Teamsters	10.07
Slate Picker—Man	10.07
Rock Pickers	10.07
Aahman	10.07



Stableman	10.07
Coupler Man	10.07
All other outside labour	10.07
Boys	8.47

#### Berkshire Coke Ovens

Locomotive Engineer	10.66
Coke Crusher	10.66
Larrymen	10.07
Plasterers	10.07
Carters and Cleaners	10.07
All other labour	10.07

#### By-Product Coke Ovens

1. The necessity for continuous and scheduled operation of the By-Product Ovens of the Company is recognized and admitted by the U M W of A.

2. The Company will at least once each month post a work schedule at a convenient place in the plant showing each man the shifts he is scheduled to work, and failure to report for duty at the proper time by any man without having given the Company Superintendent a 24 hours notice before starting time unless prohibited from giving notice by sickness or unavoidable circumstances over which the employee has no control shall be dealt with according to the "Penalty for Absence from Work" clause, Page 12 of the General Agreement.

If, notwithstanding the provisions of this section, a man is absent from work the employee on the previous shift employed on the same duties shall not leave his work until a substitute has been found and provided by the management.

3. The By-Product Coke Oven Plant shall be included in the provisions made on Page 16 of the Agreement between District 18, United Mine Workers of America

and The Western Canada Bituminous Coal Operators Association and under the heading of "Employees to Care for Mine"

It is agreed that no coke produced during a legal suspension of operations shall be sold on the market during such period. The ovens would be operated at a reduced capacity approximately 50% of normal during any such legal suspension affecting the mines.

4. The seniority provision of the aforementioned agreement shall apply but only within the employees of the plant as a separate unit.

5. The Company will post a "Pushing Schedule" giving the time intervals at which ovens should be discharged which shall be at not less intervals than thirty (30) minutes but may be at longer intervals. The Company will decide as to the number of men required to operate the schedule as posted.

### Wage Rates

Pusher Operator, per 8-hour day	10.87
Larryman, per 8-hour day	10.87
Cokeside Man, per 8-hour day	10.87

### CONTRACT RATES

#### MICHEL COLLIERY

No. 8 Seam—Old No. 3 Mine:

Tonnage	\$ 79
Yardage: Main levels and parallels	2.25
Cross cut between main levels	2.25
Main inclines and parallels	2.25
Cross-cuts between main inclines	2.25
Main slopes and parallels	2.25
Cross cuts between main slopes	2.25
Boom cross cuts (no tracks)	72

**New No. 3 Mine:**

Tonnage and yardage same as old No. 3.

**No. 3 Mine**

Tonnage	\$ 75
Yardage—Main levels and parallels	1.25
Cross cuts between main levels	1.25
Main inclines and parallels	1.25
Cross cuts between main inclines	1.25
Main slopes and parallels	1.25
Cross cuts between main slopes	1.25
Room cross cuts (no tracks)	.72

**No. 1 Seam**

Tonnage and yardage same as No. 3 Mine.

Air pack mined coal

Room work—Loaded in cars \$ .80

Room work—Loaded on conveyors .50

Pillars and long face work—extracting—

Differential Per ton .65

**No. 5 North Mine:**

Tonnage and yardage same as New No. 3.

**B Mine** Marbuz Mixed Coal

Narrow work—Loaded in cars .67½

Miners to cut coal

Narrow work—Loaded on conveyors .47½

Miners to cut coal

Long Face—Loading on conveyors .40

This includes cut through to form new long faces.

Timbers Where flats are used, same to be paid \$5. per flat Post to be paid same rate as other mines

Yardage—Main levels and parallels	.45
Cross cuts between main levels	.45
Main inclines and parallels	.45
Cross cuts between main inclines	.45
Main slopes and parallels	.45
Cross cuts between main slopes	.45

# **COAL CREEK COLLIERY CONTRACT RATES**

## **No. 1 Seam.**

<b>Tonnage</b>		<b>\$ 75</b>
<b>Air pck mining</b>	<b>Loaded into cars</b>	<b>.60</b>
	<b>Loaded onto conveyors</b>	<b>.50</b>
<b>Pillar long face work—extracting differential</b>		<b>.56</b>
<b>Yardage</b>	<b>Main levels and parallels</b>	<b>1.25</b>
	<b>Cross cuts between main levels</b>	<b>1.25</b>
	<b>Main inclines and parallels</b>	<b>1.25</b>
	<b>Cross cuts between main inclines</b>	<b>1.25</b>
	<b>Main slopes and parallels</b>	<b>1.25</b>
	<b>Cross cuts between main slopes</b>	<b>1.25</b>
	<b>Room cross cuts (no tracks)</b>	<b>.65</b>

## **OTHER CONTRACT RATES—BOTH COLLIERIES**

**Pillar extracting (differential 5c per gross Ton)**

**Posts and cap pieces setting 4c per lineal foot**

<b>Bridge sticks</b>		<b>\$2.50</b>
<b>Tracklaying 10 pound steel (single)</b>	<b>per yard</b>	<b>.30</b>
<b>Tracklaying 18 pound steel (double)</b>	<b>per yard</b>	<b>.40</b>
<b>Room Timber 6 in. to 8 in.</b>	<b>per set</b>	<b>1.25</b>
<b>Room Timber, 8 in. to 10 in.</b>	<b>per set</b>	<b>1.55</b>
<b>Room Timber, 10 in. to 12 in.</b>	<b>per set</b>	<b>1.90</b>
<b>Room Timber 12 in. to 14 in.</b>	<b>per set</b>	<b>2.15</b>
<b>Room Timber 14 in. to 16 in.</b>	<b>per set</b>	<b>2.40</b>
<b>Entry Timber 8 in. to 10 in.</b>	<b>per set</b>	<b>1.30</b>
<b>Entry Timber, 10 in. to 12 in.</b>	<b>per set</b>	<b>1.55</b>
<b>Entry Timber, 12 in. to 14 in.</b>	<b>per set</b>	<b>1.90</b>
<b>Entry Timber 14 in. to 16 in.</b>	<b>per set</b>	<b>2.15</b>
<b>Boarding Chute, per lineal yard</b>		<b>.40</b>
<b>McGenty's</b>		<b>1.85</b>
<b>Small McGenty's</b>		<b>1.30</b>
<b>Bull Wheel</b>		<b>5.50</b>

**Filling Water -45c per tank, 15c per barrel**

**Small Dump Car—7 cents per cubic yard.**

## **BANDS OF ROCK OR DIRT IN SEAM**

Should small bands of dirt or rock occur in the seam averaging three (3) inches in thickness across the working face of coal, the contract miner shall cast back this material as directed by the Overman or Fireboss without further compensation being made other than for clean coal.

Should these bands exceed an average thickness of three (3) inches across the working face, the Company will compensate the contract miner at the rate of 58 cents per cubic yard, over and above the above quantity the understanding being that this material is either to be cast back as directed or loaded into cars. When loaded into cars the Company will compensate the contract miner to the extent of 45c per small car and 58c per large car.

## **CAP ROCK**

Where Cap Rock cannot be held up and has to be removed by the miner, it shall be paid for at the rate of four-fifths of a cent per inch in thickness per foot in width per lineal yard.

It is understood that all impurities between the Cap Rock and the floor are not subject to the above rate but when removed shall be paid for at the rate of 18c per cubic yard.

## **DOCKAGE AND PENALTIES FOR LOADING IMPURITIES**

(a) The miners are to deliver their coal as free from rock and other impurities as is practicable, and in case of a miner failing to do so he shall be warned for the first offence and for continued cases may be discharged. In case any miner being penalized for loading dirty coal, the responsibility for loading dirty

coal shall apply equally to each partner who participates in loading the dirty coal.

(b) In the event of a miner having five (5) pounds of dirt or over in every cart of coal in his mine car and is penalized for same the penalty shall not exceed the loss of his car and two (2) days' layoff.

24 cart car	-150 pounds of rock or over
30 cart car	-150 pounds of rock or over
36 cart car	-175 pounds of rock or over
48 cart car	-200 pounds of rock or over

Weights in between above to be in the proportion. The latter part of this clause shall not apply in repeated offences of loading dirty coal. What places shall be taken into consideration.

(c) In the event of short time the penalty for loading refuse shall be one day's layoff instead of two days. This is to apply where there are three or less working days per week.

(d) Also when a miner comes under the Damage clause re penalties he shall still race to his lamp that day and see the Superintendent when he comes off shift and be notified when to start work again without having to come up and see the Superintendent about securing his lamp.

(e) The dirt or slate or other impurities picked from the coal going over the packing tables or screens shall be weighed for a period of two (2) working days. From this method of weighing the average weight of waste in each mine car will be determined and forms a basis of deducting per car in favor of the Company or in other words presuming that the average dirt taken from each car equals 12 pounds then the Company would have the right to deduct from the weight of each pit car 12 pounds to compensate them for hauling and handling of waste. If the average of waste does

not exceed five pounds per car there will be no deduction for waste. The five pounds per car being considered reasonable allowance for state of waste that the miner or loader cannot consistently pick out from the various kinds of coal.

(d) If the average weight of dirt in each car is under 1" to or just below 10 pounds the difference between the actual average weight of dirt in each car and the five pounds per car allowance has form the basis of a allowance for waste.

(e) It is further understood that this system of weighing the average dirt weight in each car may be checked at either the request of the miners or the Company at any time during the life of this agreement.

(f) Further should the dirty run or waste sent out by the miners exceed the allowance also specified the following system of fines to prevail:

1. Apparent dirt in car. First offense 50 pounds of coal or fine of 100 pounds of coal. If the dirt in car is found to exceed 8 pounds of rock or waste shall be fined 50 pounds of coal for third offense 100 pounds of coal or fine of 200 pounds of coal or waste shall be fined all the coal in the car and make miner liable to discharge.

2. Apparent heavy dirt. For 75 pounds of rock or slate in car and a fine of 150 pounds of coal, for second offense 100 pounds of rock or slate shall be fined 75 pounds of coal. Third offense if 125 pounds of rock or slate in car shall be fined 100 pounds of coal. 225 pounds of rock or waste shall be fined all the coal in the car and miner liable to discharge.

(g) The weighman shall give the first warning and keep record of offenses, and report them daily to the Mine Manager.

(l) The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or the entertaining of miners' children.

(m) In case of a car being confiscated in or around the mines by an official, the official so doing shall mark on same the date of confiscation and his initials, and he shall the same day send a note to the manager regarding same.

The practice at Michel covering reloading of cars off track shall remain in effect, viz., 80c for small cars and \$1.00 for large cars, as arranged by Company and men in letter of February 18th, 1926.

## LOADING ROCK AND REFUSE

Where a miner is requested by the Company to load rock or refuse from his working face, he shall be paid as follows:

Into small cars	45c. per car
Into big cars	55c. per car

## CASTING COAL

All tracks shall be kept within ten feet of the coal face, otherwise yardage shall be paid at the room cross-cut price, viz., 72 cents per yard. All cross-cuts shall be driven from the lower side as far as possible.

## SETTING OF COGS

Where the Company requires miners to set cogs the rate for setting same shall be 24 cents per foot of height, three feet square, and 32 cents per foot height, four feet square, properly filled with rock, providing rock is only moved once. The Company shall build cogs larger than four feet square.



## **V TIMBERS AND BRIDGE STICKS**

The setting of V Timbers and Bridge Sticks shall be optional. Where the Company performs this work they shall take out all posts and stumps, leaving the coal face clear for the contract miner to commence work.

## **BULL WHEELS**

To be moved every 12 feet, also small McGinty's to be moved every 12 feet and paid for same.

## **SNUBBING POSTS**

To be moved every 12 feet and paid for at the rate of \$1.00.

In cases where snubbing posts are used by contract miners, said miners are to be paid in excess of regular tonnage 5 cents per ton for manipulating snubbing post rows, said excess tonnage to apply to the driving or snubbing places from beginning up to 70 feet.

Temporary siding switches in tunnels or levels to be kept up in accord with 1924 to 1928 agreement.

Where switches and curves have to be laid, said work to be done so that no time will be lost by the miners in said places.

## **DUMP CARS**

Where dump cars are used, they shall be paid for at the rate of 7 cents per ton up to 70 feet over 70 feet 10 cents per ton. But it shall be optional with the miner or Company whether or not he shall continue on contract work. All dump cars to be constructed in such a way as to enable the actual dumping to be performed by one man.

## **BEEHIVE COKE OVENS**

### **Contract Rates**

Levelling and Drawing 45 ton charge, per oven \$1.87  
4 ton charge, per oven 1.00

Leading Day rate	per ton	31
Back rate	per ton	29

There shall be added to the contract earnings of each man employed at the above contract rates, the amount of \$4.75 per day of 8 hours.

## LOCAL CONDITIONS

**Hot Places.** Hot spring digging men on public strike areas if any more shall be paid at the same rate as for a wet place. It is understood that the man be given a 15 cent per hour change in wearing apparel when so advised.

**Pumps and Siphons.** Where a pump or siphon is being used and men are asked to work after the same has been in operation for the rest of the rate of 50 cents per hour for the same man. This does not apply to hand pumps.

**Light Work for Used Man.** This question to be matter for arranged for answer by Mine Management and the International of Miners agreement rates.

**Allowance for Men Leaving a Mine.** This is a rule that men leaving a mine from 1 hour from his work place he will be paid for that time worked as a day rate but not more than that day being company work. This is a company position.

**Stoppage of Work.** In case of stoppage of work in one section it is the same as a whole. The Company employees shall be paid for time worked in full back to back.

If on any day when there is a strike or more strike it is understood that the Company will endeavor to find out employees working in such a way.

**Dumps and Chutes.** It is understood that the man will be given the privilege of loading his own dump or chute when practicable.

**Partners to Divide Earnings.** It is agreed that part-

work will divide earnings and expenses. The Company will undertake to divide earnings of an man working partners who is/are the company being to do so

Carry Off Tracks. Shall if a ball is extracted to repair a car of a man or other being taken up by one man or more being on track or on any other class of work performance with a car or equipment on

Insurance on Employees Clothing. The Company will carry insurance on clothing in warehouse against loss by fire and in a maximum amount of Thirty five Dollars Twenty on each individual man

House Fuel Supplied to Employees. Washed and dustless treated

	Market	Former	Coal	Ch.
Cobble	\$6.97	\$6.22	\$6.70	
Minerun	7.14	6.49	\$6.10	
Stake		6.22	-	

Panitation per month for each house	1.00
Water per month for each house (shower)	.50
Water per month for each house	1.00
Water per month for each house (extra)	1.00
Electric light per month for each light	.50

Wash House Charge. Each man or employee shall be 25 cents per month for a rental charge on clothing When man or other is compared the rate to be paid shall be 25 cents per month charged by each employee with a maximum charge of 5 cents per month

Tool sharpening per month - 4 cents

If any man or employee is employed which expired March 1st or any other date and is employed with house remain the same

A ten years to be supplied with electric light and power at the rate of 10 cents per KWH per month up to 7 KWH and over at the rate of 4 cents per KWH 91 RENT 20 per cent discount when paid on or before the 15th of the preceding month Minimum \$1.00 per month with 15 cents per month market rental

# INTERNATIONAL COAL & COKE COMPANY LTD.

## Inside Day Wage Rates

	Per Eight Hour Day
Bratticemen's Helpers	\$10.07
Timbermen's Helpers	10.07
Tracklayer's Helpers	10.07
Locomotive Switchmen	10.07
Couplers	10.07
Pushers	10.07
Backers	10.07
Leaders	10.07
Pumpmen	10.07
Motormen	10.56
Locomotive Engineers	10.56
Drivers	10.56
Rope Riders	10.56
Timber Packers	10.63
Roostmen	10.56-10.95
Miners	10.95
Shot-throwers	10.95
Bratticemen	10.95
Timbermen	10.95
Tracklayers	10.95
Pipe Fitter	10.95
Pipe Fitter's Helper	10.07
Drivers, Spike Team	10.80
Rock Miners	11.43
Motormen & Helpers	10.07
Cagers, Slope and Incline	10.07
Boys	9.02
All Labour Unclassified	10.07

## Outside Day Wage Rates

Slate Pickers	10.07
Car Oilers	10.07
Ashmen	10.07

Wipers	10.07
Couplers	10.07
Rock Bunk Men	10.07
Stabmen	10.07
Finisher after Box Car Loader	10.07
Fireman's Helpers	10.07
Railway Car Handlers	10.07
Tipple Dumper's Helpers	10.07
Top Cager	10.07
Tipple Oilers	10.07
Washer and Tipple Oilers	10.07
Timber Sawyer	10.07
Bottom Men	10.07
Teamsters	10.07
Caterpillar Driver	11.17
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Electrician's Helper	10.07
Machinist's Helper	10.07
Firemen	10.07
Tipple Dumper	10.07
Lampmen	10.07
Box Car Loader Engineer	10.56
Locomotive Engineer	10.56
Locomotive Switchman	10.12
Power House Engineer	11.27
Car Repairer	10.56
General Track Driver	10.56
Hoisting Engineer	11.11
Blacksmiths	11.05
Carpenters	11.05
Machinists	10.56-11.05
Welders—Acetylene and Electric	
1st Class	11.05
2nd Class	10.56
Boys	8.47
Coke Pallet Engineer	10.56
All Coke Oven Labour Unclassified	10.07
All Labour Unclassified	10.07

## CONTRACT RATES

### No. 2 Seam

**Mining Rate.** (Except on pillars) to be 72 cents per gross ton. Pillars to be 59 cents per gross ton.

**Yardage.** Levels to be 10 feet wide, 7 feet high on the low side, and thickness of coal on the upper side, \$2.16 per lineal yard.

**Parallel airway** to be 6 feet by 10 feet, \$2.02 per lineal yard.

**Cross-cuts** between levels 6 feet by 8 feet, \$1.74 per lineal yard.

**Room Crosscuts.** To be not less than 8 ft. by 8 ft., not to be driven more than 25 feet from one side, no track, \$1.6 per lineal yard.

If over 25 feet and up to 35 feet \$1.43 per lineal yard.

If over 35 feet and up to 50 feet \$1.74 per lineal yard.

If over 50 feet \$2.02 per lineal yard.

If over 75 feet and up to 125 feet \$2.60 per lineal yard,

Provided, however that if the Company supplies a buggy and team, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

**Timbering: Main Entry Timbering**—Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.46 per set, with lagging.

**Parallel Airway Timbering**—Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.32 per set with lagging.

**Room Timbering**—Maximum to be 10 inches in diameter at butt and 18 feet in length, \$1.16 per set. If

required to set timber of larger dimensions to be paid in proportion or be set by the Company

**Props** All props, exclusive of those used to set brattice or chutes 5.5 cents per lineal foot.

**Lagging** Entries cross-cut corners and cross-cuts, \$1.10 per lineal yard to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room sets 4 cents per side for lagging the side the height required.

**Tracklaying** All tracks to be laid by the Company, except a pair of temporary rails to the face which shall be laid by the miner without charge.

**Chutes** 15 cents per lineal yard, 3 planks 2 inches by .2 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

**Brattice** 5.5 cents per lineal yard for each foot in height.

**Ladders** 2 feet wide, one foot between rungs, 25c per lineal yard.

**Brushing** Brushing shall be paid for at the rate of 1 cent per foot in width, per inch in depth, per lineal yard, up to 12 feet in width. Over 12 feet in width on pillars no brushing to be paid for. Brushing in the main entry where a ratchet drill is used, 1/2 cents per inch in depth, per lineal yard. If done by hammer and steel to be Company work.

**Shipping** No. 2 Main Entry.—First Skip in Coal.  
Present No. 2 Main Entry price as per Agreement.

**Re-Opening and Re-Timbering No. 2 Main Entry.**

\$11.41 per lineal yard

\$2.45 per set, 10 feet to 12 feet, inclusive, at height of cut

72 cents per gross ton of coal

## **No. 4 Seam**

### **No Powder**

**Mining Rate** (Except in Pillars) to be 65 cents per gross ton. Pillars to be 53 cents per gross ton.

**Yardage** Levels not less than 12 feet wide by thickness of seam, \$4.94 per lineal yard.

**Parallels** Thickness of seam not less than 10 feet wide. \$1.16 per lineal yard.

**Cross-cuts Between Levels** Thickness of seam not less than 8 feet wide \$1.16 per lineal yard.

**Room 4 feet or more** To be not less than 8 ft. wide and the thickness of the seam, not to be driven more than 25 ft. from one side of track. \$1.16 per lineal yard.

If over 25 feet and up to 7 1/2 feet \$1.45 per lineal yard.

If over 35 feet and up to 50 feet \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard.

Provided, however that if the Company supplies a buggy and mule, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$3.32 per lineal yard.

No payment for laying of track

Timbering Same as No 1 Seam

Props Same as No 1 Seam

Lagging Same of No 1 Seam

Tracklaying Same as No 1 Seam.

Chutes Same as No. 2 Seam.

Brattice Same as No 1 Seam

Brushing Same as No 2 Seam.

Ladders Same as No. 2 Seam.

Re-opening and Re Timbering No. 4 Main Entry

\$11.61 per lineal yard.

\$7.46 per set, 10 feet to 12 feet, inclusive, at height of car



It costs per ton of coal (gross)

Deckage Old cars to have 35 pounds added to tare

New cars to have 35 pounds added to tare.

First The miner to be warned that he is sending out dirty coal.

Deckage to be as follows

Over 5 lbs and up to 20 lbs 250 lbs of coal

Over 20 lbs and up to 5 lbs 400 lbs of coal

Over 5 lbs and up to 1 1/2 lbs 800 lbs of coal

Over 1 1/2 lbs and up to 40 lbs 1000 lbs of coal

Over 40 lbs the whole car (coal) at 1000 lbs of coal

Large car over 200 pounds the whole car

Each offence Two days payoff

Ten h offence Discharge

Each day on which a miner is docked counts as an offence Ten offences to be in one month

Average car to be an average of the cars on the trip before the car in question for that check number

## HOUSE COAL

Delivery of house coal to workmen to be confined to present tenants of Coalman at \$1.50 per ton. Screened Coal to be \$ 3.50 per ton and Lump Coal \$4.10 per ton. If the Company is requested to deliver coal beyond the said terms no arrangements to be made between the Company and the Kumpy men.

## GENERAL

It is hereby agreed and understood that conditions and matters not specifically covered herein shall be governed by past practice.

Seniority rights to prevail that is to say the employee with the longest continual term of service with the Company shall be given preference within the class of men where he is employed.

Insurance on Employees Clothing The Company will insure employees clothing in the washhouse against loss by fire only to a maximum amount of Thirty five Dollars (\$35.00) in each individual case.

# McGILLIVRAY CREEK COAL & COKE CO. LTD

## Inside Day Wage Rates

	Per Eight Hour Day
Boys	\$ 9.62
Bratticemen's Helpers	10.07
Timbermen's Helpers	10.07
Tracklayer's Helpers	10.07
Locomotive Switchmen	10.07
Couplers	10.07
Pushers	10.07
Buckers	10.07
Loaders	10.07
Pumpmen	10.07
Motormen	10.56
Locomotive Engineers	10.58
Drivers	10.56
Hoistmen	10.56 10.95
Cagers, Slope and Incine	10.07
Rope Riders	10.56
Timber Packers	10.63
M men	10.95
Shotlighters	10.95
Bratticemen	10.95
Timbermen	10.95
Tracklayers	10.95
Pipe Fitter	10.95
Pipe Fitter's Helper	10.07
Drivers, Spike Team	10.95
Rock Miners	11.48
Motormen's Helpers	10.07
Bottomers' Helpers	10.07
All Labour Unclassified	10.07

## Outside Day Wage Rates

Slate Pickers	10.07
Slate Pickers (Boys)	8.47

Car Drivers	10.07
Farmmen	9.24
Ashmen	10.07
Wipers	10.07
Couplers	10.07
Rock Bank Men	10.07
Stationmen	10.07
Finisher after Box Car Loader	10.07
Fireman's Helpers	10.07
Railway Car Handlers	10.07
Tipple Dumper	10.07
Tipple Dumper's Helpers	10.07
Tipple Drivers	10.07
Sawmill Sawyer	10.07
Teamsters	10.07
Caterpillar Driver	11.17
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Electrician's Helper	10.07
Machinist's Helper	10.07
Firemen	10.07
Lampmen	10.07
Box Car Loader Engineer	10.56
Locomotive Engineer	10.56
Locomotive Switchman	10.12
Power House Engineer	11.27
Car Repairer	10.56
General Truck Driver	10.56
Hauling Engineer	11.11
Blacksmiths	11.05
Carpenters	11.05
Machinists	10.56-11.05
Welders—Acetylene and Electric	
1st Class	11.05
2nd Class	10.56
Boys	8.47
All Labour Unclassified	10.07

## CONTRACT RATES

### No. 1 Seam

**Mining Rate:** (Except in Pillars) to be 72 cents per gross ton. Pillars to be 59 cents per gross ton.

**Yardage:** Main entries 10 feet wide by 7 feet high on low side, and thickness of coal on high side, price \$2.4 per lineal yard. Coal from main entries 72 cents per gross ton.

**Counter Entries:** To be 6 feet by 10 feet price \$2.63 per lineal yard, coal from counter entries, 72 cents per gross ton.

**Chutes:** Between entries 6 feet by 8 feet, \$1.74 per lineal yard, coal from chutes 72 cents per gross ton.

**Room Crosscuts:** To be not less than 8 feet by 8 feet not to be driven more than 25 feet from one side, no track, \$1.16 per lineal yard.

If over 25 feet and up to 75 feet, \$1.45 per lineal yard.

If over 75 feet and up to 50 feet, \$1.71 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard.

Provided however that if the Company supplies a buggy and rails, after the first 25 feet have been driven the rate be \$.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

**Timbering:** Main Entry Timber—Maximum to be 12 in. in diameter at butt and 14 feet in length, \$7.46 per set, including lagging.

**Counter Entry Timber:**—Maximum to be 12 in. in diameter, and 14 feet in length, \$2.82 per set, including lagging.

**Room Timbers**—Maximum to be 16 inches in diameter at butt and 16 feet in length, \$1.16 per set. If required to set timber of larger dimensions to be paid in proportion or by set by the Company.

**Props** All props, exclusive of those used to set brattices or chutes, 5.5 cents per lineal foot.

**Tracklaying** All tracks to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miner without charge.

**Chutes** 35 cents per lineal yard, 6 planks 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

**Brushing** Brushing shall be paid for at the rate of 1 cent per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for. Brushing in the main entry, where a ratchet drill is used, 10 cents per inch per lineal yard. If done by hammer and steel to be Company work.

**Brattices** 5.5 cents per lineal yard for each foot in height.

**Ladders** 2 feet wide, one foot between rungs, 23c per lineal yard.

**Lagging** Entries, cross-cut corners and cross-cuts, \$1.14 per lineal yard to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room sets, 45 cents per side for lagging the side the height required.

#### **No. 4 Seam**

#### **No Powder**

**Mining Rate** (Except in Pillars) to be 65 cents per gross ton. Pillars to be 53 cents per gross ton.

**Yardage** Levels not less than 12 feet wide by thickness of seam, \$4.24 per lineal yard.

**Parallels** Thickness of seam not less than 10 feet wide, \$1.16 per lineal yard.

**Cross-cuts Between Levels** Thickness of seam not less than 8 feet wide, \$1.16 per lineal yard.

**Room Crosscut** To be not less than 8 feet wide and the thickness of the seam, not to be driven more than 25 feet from one side, no track \$1.15 per lineal yard.

If over 25 feet and up to 35 feet, \$1.45 per lineal yard.

If over 35 feet and up to 50 feet, \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 7½ feet and up to 100 feet, \$2.60 per lineal yard.

Provided, however, that if the Company supplies a buggy and rails, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

**Timbering**—Same as No. 2 Seam.

**Props**—Same as No. 2 Seam.

**Lagging**—Same as No. 2 Seam.

**Tracklaying**—Same as No. 2 Seam.

**Chutes**—Same as No. 2 Seam.

**Brattice**—Same as No. 2 Seam.

**Brushing**—Same as No. 2 Seam.

**Ladders**—Same as No. 2 Seam.

**Deckage** There shall be 40 pounds added to the tare of the car.

First dirty coal, warning only.

Rock over 80 lbs. and up to 120 lbs. deduct 400 lbs. coal.

Rock over 120 lbs. and up to 160 lbs. deduct 800 lbs. coal.

Rock over 150 lbs. and up to 224 lbs. deduct 1500 lbs. coal.

Rock over 224 lbs. and up to 286 lbs. deduct 3200 lbs. coal.

Rock over 286 lbs. deduct whole car

Ninth offence Two days' layoff

Tenth offence Discharge.

Each day on which a miner is docked counts as an offence. Ten offences to be in one month

## HOUSE COAL

Delivery of House Coal to Workmen to be confined to present townsite of Colman at \$4.82 per ton and Lump Coal \$6.17 per ton. If the Company is requested to deliver coal beyond the said townsite, arrangements to be made between the Company and the employees.

## GENERAL

It is hereby agreed and understood that conditions and matters not specifically covered herein shall be governed by past practices.

Seniority rights to prevail, that is to say the employee with the longest continuous term of service with the Company shall be given preference within the classification wherein he is employed.

Insurance on Employees' Clothing: The Company will insure employees' clothing in the washhouse against loss by fire only to a maximum amount of Thirty-five Dollars (\$35.00) in each individual case.

# WEST CANADIAN COLLIERIES LIMITED

## Inside Day Wage Rates

	Per Eight Hour Day
Rock Miners	\$11.45
Mine Carpenters	11.05
Miners	10.95
Shotlighters	10.95
Bratticemen	10.95
Timberman	10.95
Tracklayers	10.95
Main and Tail Rope Riders	10.95
Cagers, Shaft	10.95
Hoistmen	10.95
Clutchman	10.95
Driver Boss	10.95
Drivers (Spoke Team)	10.95
Machinemen (Air)	10.85
Machinemen (Electric)	10.85
Machinemen's Helper (Air)	10.67
Machinemen's Helper (Electric)	10.67
Timber Handler	10.83
Locomotive Engineer	10.60
Motormen	10.56
Drivers	10.56
Rope Riders	10.56
Conveyor Runners	10.55
Bratticemen's Helper	10.07
Timberman's Helper	10.07
Tracklayer's Helper	10.07
Motormen's Helper	10.07
Pipe Fitter's Helper	10.07
Locomotive Switchmen	10.07
Roller Men	10.07
Cagers, Slope and Incline	10.07
Couplers	10.07
Pushers	10.07



	Per Eight Hour Day
Dockers	10.07
Loaders	10.07
Pumpmen	10.07
Grippers	10.07
All other Labour Unclassified	10.07
Boys (Men's Wages at 18)	9.02

### DUCKBILL

#### Three-Man Crew

Machine Runner (in charge of place)	\$12.47
Duckbill Operator	12.07
Faceman	11.47

#### Four-Man Crew

As above with the addition of a Second Faceman at	11.47
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Third man may be required, among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be intermingled.

### MECHANICAL LOADING CREW

It is appreciated that other types of coal-cutters than the Radial Machine may be used, and provision is made in the rates for this.

The rate provided for Radial Machine Runner is to be used only for men working in combination as indicated herein, and is not to be used to change the present Agreement rate for this classification.

It must be understood that the duties of these men may be intermingled.

Rates of pay shall be as follows:

1. Machine Runner operating shortwall or longwall coal cutter such as the Goodman, Anderson and Boyes

or the Mayer and Coulson machines \$12.47

2 Mechanical loader operator in charge of any loader that automatically picks up the coal such as the Goodman Duckell Gardner-Denver loader or the Fimco-Finney loader \$12.07

3 Radial Machine Runner \$12.07

4 Any other man or men working at the coal face where the above mentioned machines are used \$11.67

The Company will have the right to determine whether the car trimming shall be done by one of the facemen in connection with his work at the face or by a regular sawage man at ordinary classified rates

### Outside Day Wage Rates

Per Eight  
Hour Day

Tail Rope Engineer	\$11.27
Power House Engineer	10.54-11.27
Roasting Engineer	11.11
Carpenters	11.05
Blacksmiths	11.05
Mechanics	10.56-11.05
Welder—Acetylene and Electric	
1st Class	11.05
2nd Class	10.56
Locomotive Engineer	11.05
Endless Rope Engineer	10.93
Tippis Engineer	10.56
Inchec Engineer	10.56
Box Car Loader Engineer	10.54
Breaker Engineer	10.56
Ram Engine (Belgian)	10.56
Locomotive Engineer Helper	10.54
Steam Locomotive (Dechive)	10.56
Car Repairer	10.56
Motor Truck Driver	10.56
Caterpillar Driver	11.17
Timber Framar	10.56

Locomotive Switchman	10.12
Carpenter's Helper	10.07
Blacksmith's Helper	10.07
Car Repairer's Helper	10.07
Electrician's Helper	10.07
Machinist's Helper	10.07
Fireman's Helper	10.07
Tipple Dumpers	10.07
Tipple Dumper's Helper	10.07
Fireman	10.07
Breaker Picker Boss	10.07
Box Car Shoveller	10.07
Lumpmen	10.07
Car Oilers	10.07
Breaker Oilers	10.07
Washer and Tipple Oilers	10.07
Railway Car Handler	10.07
Top Cagers	10.07
Townsmen	10.07
Stableman	10.07
Finisher after Box Car Loader	10.07
Water Tender	10.07
Timber Sawyers	10.07
Slate Pickers	10.07
Fax Man	10.07
Ashmen	10.07
Wipers	10.07
Couplers	10.07
Breaker Screen Men	10.07
Rock Bank Men	10.07
Dirt Bank Men	10.07
Bottom Men	10.07
All other Labour Unclassified	10.07
Boys (Men's Wages at 18)	8.47

### TRUCK AND TRAILER RATES

It is hereby agreed that when trailers are used, attached to the trucks, for the purpose of hauling coal, that the drivers of these trailer trucks shall be paid

an additional seventy-five cents (75c) per eight (8) hour shift for each and every shift in which they use the trailers. However, if the trailer is only used for four (4) hours or less in any one shift then the driver is only entitled to the Trailer Rate for the half shift, but if the trailer is used for more than half the shift, then the driver will be paid the Trailer Rate for the whole shift.

It is further agreed that this Agreement shall in no way affect our present Truck Driver's Rate of Ten Dollars and fifty-six cents (\$10.56) which will still apply to any driver in charge of a truck without a trailer.

## CONTRACT RATES

### GREENHILL MINE

#### No. 1 Seam

**Gangway** 8 foot collar between notches, 11 foot spread 7 feet clear above the rail, including all timbering, right, adding temporary track laying, ditching and loading coal and rock in separate cars \$14.36 per lineal yard. Area wider than 8 foot collar to be paid in proportion.

**Counter Gangways and Airways** To be driven 6 feet high on the low side and 10 feet wide, rate 65c per ton and \$2.43 per lineal yard including the necessary tracklaying, loading and dumping coal and rock separately.

**Races** To be not less than 6 feet x 8 feet for a distance of 40 feet from the Gangway. Rate 65c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

**First length of chute** (12 feet) if built by miner, to be \$5.81.

**Rooms Up the Pitch and Angles** To be not less than 12½ feet wide, 65c per ton.

**Cross Cuts and Rooms Across the Pitch** To be not less than 8 ft x 8 ft rate 30¢ per ton including handling coal tracklaying and pushing up to 250 feet. When driven over 250 feet rate \$1.16 per lineal yard extra up to 300 feet.

**Pillars** Moving rate 5¢ per ton. Batteries to be paid for at the rate of \$10.00 when built by the miner.

**Timbering Counter Gangways and Airways** maximum to be 12 in diameter at butt, lagged as required, \$2.32 per set.

**Rooms, Angles and Raises** maximum to be 10 in in diameter at butt \$1.16 per set. If timber of larger diameter is used to be set price to be proportionate, or timber set by the Company. Lagging as required not to exceed 8 pieces per set, any additional over that number 5 cents each.

**Props** All props, exclusive of those used to set bratties or chutes, 5¢ per lineal foot.

**Lagging Counter Gangways, Cross Cut Corners and Cross Cuts**, \$1.1¢ per lineal yard to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room, rate 45¢ per side for lagging the side the height required.

**Brattice** 5¢ per lineal yard for each foot in height.

**Brushing** Rate one cent per foot in width per inch in depth per lineal yard, up to 12 feet wide, over 12 feet wide in pillars no brushing to be paid for.

**In Main Gangway** where a scratch drill is used, 10¢ per inch per lineal yard. If done by hammer and steel, to be done Company work.

**Ton** Wherever in the foregoing rules the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

## CONTRACT RATES GREENHILL MINE

### No. 2 Room

**Gangway** 4 feet clear between benches, 31 feet spread, 7 feet clear above the rail including all timbering light lagging temporary track laying ditching and loading coal and rock a separate rate \$14.34 per lineal yard. Area wider than 4 feet so as to be paid in proportion.

**Counter Gangways and Airways** To be driven 4 feet high on the low side and 30 feet wide rate 72 cents per ton and \$2.92 per lineal yard including the necessary tracklaying and loading and dumping coal and rock separately.

**Rails** To be not less than 4 ft x 3 ft for a distance of 45 feet from the Gangway. Rate 72¢ per ton and \$7.74 per lineal yard. From that point the place shall be driven at room width and at room price.

**First length of haul**, 112 feet if hauled by miner to be \$4.81.

**Rooms 1 p the Pitch and Angles** To be not less than 12½ feet wide rate 72¢ per ton.

**Cross Cuts and Rooms across the Pitch** To be not less than 6 ft x 4 ft rate 72¢ per ton including handling coal tracklaying and pushing up to 250 feet. When driven over 250 feet rate \$2.16 per lineal yard extra up to 300 feet.

**Pillars** Making rate 72¢. Batteries to be paid for at the rate of \$1.40 when built by the miner.

**Timbering** Same as in Number One.

**Props** Same as in Number One.

**Lagging** Same as in Number One.

**Breasting** Same as in Number One.

**Brushing** Same as in Number One.

**TON** Whenever in the foregoing rates the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

## GENERAL CONDITIONS—GREENTILL

### Both Seams

**Chute Building:** Shall be paid for at the rate of 45 cents per lineal yard, 5 planks, 2 inches by 12 inches, centre prop every 5 feet and sheet iron properly nailed to planks.

When the side chute has to be built more than two planks high, the extra planks shall be paid for at the rate of 7 cents per foot in height per yard in length.

First length of chute in main and back angles \$4.65.

**Clay** To be placed in the nearest cross-cut to the face.

**Manway Ladders** 2 feet wide, 1 foot between rungs, 23 cents per lineal yard.

**Platform** Building and tearing down—\$3.49.

**Needling** When the Company requires needling in of the collar of the breast set or one rib and hitching on the collar on the opposite rib, 81 cents per set extra.

Minimum depth of needling—8 inches

Where cross-cuts are driven the full height of the seam and the Company requires the sets to be needled, 41 cents per set extra.

**Overpush** In Counter Gangways and Airways, when coal has to be pushed more than 200 feet by the miners they shall be paid 85c for each extra lineal yard.

**Extra Braces** When ordered, shall be paid 5 cents per lineal foot.

**Tracklaying** All tracks, unless covered otherwise in this contract, to be paid by the Company except a part of temporary rails laid to the face, which shall be laid by the miner without charge.

Rock so paid for shall be gobbled or loaded into cars as required by the Management.

Rock When rock bands occur in the seams, in excess of three inches in thickness, the Company will pay 45 cents per cubic yard for the amount of rock over the three inches.

Deckage There shall be 60 pounds added to the tare of the car. First dirty coal, washing only. Rock over 80 pounds and up to 120 pounds, deduct 400 pounds of coal. Rock over 120 pounds and up to 160 pounds, deduct 800 pounds of coal. Rock over 160 pounds and up to 224 pounds, deduct 1400 pounds of coal. Rock over 224 pounds and up to 240 pounds deduct 3200 pounds of coal. Rock over 240 pounds, deduct the whole car. Ninth offence two days lay off. Tenth offence discharge. Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

## CONTRACT RATES—BELLEVUE MINE

### No. 1 Seam

Gangway To be driven 11 feet collar 14 feet spread, 7 feet clear above the rail. \$1.25 per lineal yard, including all timbering, tracklaying and handling of coal and rock. Rate to be proportional to length of collar down to 8 feet.

Crossier Gangways and Airways To be driven 6 feet high on the low side and 10 feet wide. Rate 45c per ton and \$2.00 per lineal yard, including the necessary tracklaying, loading and dumping coal and rock separately.

Rakers To be not less than 6 ft. x 4 ft. for a distance of 45 feet from the Gangway. Rate 45c per ton and \$1.75 per lineal yard. From that point the place shall be driven at room width and at room price.



**First length of chute (12 feet) if built by miner.**  
to be \$1.81

**Rooms Up The Pitch and Angles** To be not less than  
12½ feet wide 65c per ton.

**Cross-Cuts and Rooms Across The Pitch** To be not  
less than 8 ft. x 8 ft. rate 70c per ton, including hand-  
ling coal, tracklaying, and pushing up to 100 feet.  
When driven over 200 feet rate \$1.14 per lineal yard  
extra up to 300 feet.

**Pillars Mining Rates** 75c per ton. Batteries to be  
paid for at the rate of \$10.00 when built by the miner.  
When a battery is left when drawing a pillar, rate  
37c per ton for the top 17½ feet of the pillar.

**Timbering Counter Langways and Airways** Maxi-  
mum to be 12 in. in diameter at butt tagged as re-  
quired \$2.32 per set.

**Rooms, Angles and Razes** Maximum to be 10 in.  
in diameter at butt \$1.14 per set. If timber of larger  
diameter is required to be set prior to be proportionate,  
or timber set by the Company. Lading as required  
not to exceed 8 pieces per set any additional over that  
number to each.

**Props** All props exclusive of those used to set  
brattice or chutes 51c per lineal foot.

**Lagging** Counter Langways Cross-Cut Corners and  
Cross-Cuts \$1.14 per lineal yard to be the full height  
of the room when no raze. When the Company re-  
quests the miner to lay the side of the room rate—  
14c per side for lagging the side the height required.

**Brattice** 40c per lineal yard for each foot in height.

**Brushing** Rate 1c per foot in width per inch in  
depth per lineal yard, up to 12 feet wide, over 12 feet  
wide in pillars no brushing to be paid for.

**In Main Gangway** where a ratchet drill is used,

10c per inch per lineal yard. If done by hammer and steel, to be done Company work.

**Loading** Loading in elevated chutes, up to three feet 16c per ton. Each additional foot or height, 2c per ton. Loading and trimming, up to 200 feet, 25c per ton.

**Loading On Conveyors** Loading on conveyors, up the pitch including handling of pans starting and stopping conveyors—

Seven degree pitch or over	12½c per ton
Four degree pitch to seven degrees	16 c per ton
Under four degrees	20 c per ton

**Ton** Whenever in the foregoing rates the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

## CONTRACT RATES—BELLEVUE MINE No. 2 Seam

**Gangway** A foot collar between benches, 11 foot spread, 7 feet clear above the rail, including all timbering, light lagging, tracklaying, ditching and loading coal and rock in separate cars \$14.38 per lineal yard. The above rate shall include miners laying temporary track. Area wider than 8 foot collar to be paid in proportion.

**Counter Gangways and Airways** To be driven 6 feet high on the low side and 10 feet wide, rate 72c per ton and \$2.03 per lineal yard, including the necessary tracklaying, and loading and dumping coal and rock separately.

**Raisins** To be not less than 6 ft x 8 ft for a distance of 45 feet from the Gangway. Rate—72c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

First length of chute (12 feet) if built by miner to be \$5.81

**Rooms Up The Pitch and Angles.** To be not less than 12½ feet wide, rate 72c per ton.

**Cross-Cuts and Rooms Across The Pitch** To be not less than 3 ft. x 3 ft. rate 9½c per ton, including handling coal, tracklaying and pushing up to 200 feet. When driven over 200 feet, rate \$1.16 per lineal yard extra up to 300 feet.

**Pillars** Mining rate 59c. Batteries to be paid for at the rate of \$10.50 when built by the miner.

**Timbering** Same as in Number One.

**Props** Same as in Number One.

**Lagging** Same as in Number One.

**Brattice** Same as in Number One.

**Brushing** Same as in Number One.

**Loading** Same as in Number One.

**Loading On Conveyors** Same as in Number One.

**Ton** Whenever in the foregoing rates the words 'per ton' are used, they shall be understood to mean a ton of 2,240 pounds.

## **GENERAL CONDITIONS—BELLEVUE**

### **Both Seams**

**Chute Building** Shall be paid for at the rate of 35 cents per yard, 6 punks two inches by 12 inches, 2 posts 8 feet, with cross pieces. This includes sheet iron.

**Clay.** To be put in nearest cross-cut to face.

**Manway Ladders** 2 feet wide, 1 foot between runs 2½ cents per lineal yard.

**Tracklaying** All tracks, unless covered otherwise in this Contract, to be laid by the Company except a pair of temporary rails laid to the face, which shall be laid by the miner without charge.

**Rock:** When rock bands occur in the seam, in excess of three inches in thickness, the Company will pay 55 cents per cubic yard for the amount of rock over the three inches.

Rock so paid for shall be robbed or loaded into cars as required by the Management.

**Dockage** There shall be 50 pounds added to the tare of the car. First dirty coal warning only. Rock over 80 pounds and up to 120 pounds deduct 400 pounds of coal. Rock over 120 pounds and up to 160 pounds, deduct 800 pounds of coal. Rock over 160 pounds and up to 224 pounds, deduct 1600 pounds of coal. Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds of coal. Rock over 280 pounds, deduct the whole car. Ninth offence two days lay-off. Tenth offence discharge. Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

## **GREENHILL—LOCAL CONDITIONS—BELLEVUE**

### **Coal To Employees**

Greenhill—Mine Run	\$4.02 per ton f.o.b. Tipton
Properties	\$1.25 per ton f.o.b. Tipton
Bellevue—Mine Run	\$4.02 per ton f.o.b. Tipton
Domestic Stoker Coal	\$5.17 per ton f.o.b. Tipton

**Insurance On Employees' Clothing** The Company will insure employees' clothing in the washhouse against loss by fire only, to maximum amount of Thirty five Dollars (\$35.00, in each individual case.

**Other Local Conditions** All other local conditions to remain the same.

# HILLCREST-MOHAWK COLLIERIES LTD.

## Inside Day Wage Rates

	Per Eight Hour Day
Rock Miners	\$11.43
Mine Carpenters	11.06
Miners	10.95
Bratticemen	10.95
Timbermen	10.95
Tracklayers	10.95
Main and Tail Rope Riders	10.95
Driver Boys	10.95
Drivers (Spike Team)	10.95
Machinemen (Electric)	10.95
Machinemen's Helper (Electric)	10.87
Timber Handler	10.83
Motormen	10.58
Drivers	10.58
Rope Riders	10.58
Drivers (Single Horse)	10.58
Machinemen (Air)	10.07
Machinemen's Helper (Air)	10.07
Bratticemen's Helper	10.07
Timbermen's Helper	10.07
Tracklayer's Helper	10.07
Motormen's Helper	10.07
Pipe Fitter's Helper	10.07
Locomotive Switchmen	10.07
Couplers	10.07
Pushers	10.07
Buckers	10.07
Loaders	10.07
Roller Men	10.07
All Other Labour Unclassified	10.07
Boys (Men's Wages at 12)	9.02

## OUTSIDE DAY WAGE RATES

Tail Rope Engineer	11.27
Power House Engineer	10.56 to 11.27

# Outside Day Wage Rates (Contd.)

	Per Eight Hour Day
Blacksmiths	11.05
Carpenters	10.58 to 11.05
Machinists	10.58 to 11.05
Welders—Acetylene and Electric	
1st Class	11.05
2nd Class	10.58
Incline Engineer	10.58
Tipple Engineer	10.58
Box Car Loader Engineer	10.58
Locomotive Engineer	10.58
Car Repairer	10.58
Motor Truck Drivers	10.58
Caterpillar Driver	11.17
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Electrician's Helper	10.07
Machinist's Helper	10.07
Tipple Dumpers	10.07
Tipple Dumper's Helper	10.07
Railway Car Handler	10.07
Finisher after Box Car Loader	10.07
Fireman	10.07
Box Car Shovelmen	10.07
Lampman	10.07
Teamsters	10.07
Car Oilers	10.07
Washer and Tipple Oilers	10.07
Stabblers	10.07
State Pickers	10.07
Farmen	10.07
Copers	10.07
Breaker Screen Men	10.07
Dirt Bank Men	10.07
All Other Labour Unclassified	10.07
Boy's (Men's Wages at 18)	8.47

## CONTRACT RATES HILLCREST-MONAWK COLLIERIES LIMITED

**Main Gangways** 8 foot collar between, not bet, 11 feet spread. 7 feet clear above the rails, in loading all timber e.g. tight lagging, temporary tracklaying ditching and loading coal and rock into separate cars \$1.34 per lineal yard. Area wider than 8 foot collar to be paid in proportion.

**Counter Gangways** To be driven 6 feet high on low side, and 16 feet wide. Rate to be \$2.03 per lineal yard and 65c per ton including the necessary tracklaying and loading and dumping coal and rock separately.

**Raises** To be set less than 6 ft x 8 ft for a distance of 45 feet from the gangway 45c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

**Cross-Cuts and Rooms Across the Pitch** To be not less than 8 ft x 8 ft and up to 200 feet rate 90c per ton, including tracklaying and pushing and handling coal. Over 200 feet to be paid at \$1.16 per lineal yard extra up to 300 feet.

**Rooms, Angles, and Breasts, Up The Pitch** To be not less than 12 1/2 feet wide.

Mining rates 65 cents per ton.

**Pillars** Mining rate-53 cents per ton.

**Timbering Counter Gangways**—Maximum to be 12 in. diameter at butt, \$2.32 per set including lagging as required.

**Rooms and Angles and Raises** Maximum to be 10 in. in diameter at butt, \$1.16 per set. If timber of larger dimension required to be set, price to be proportionate or timber set by the Company. Lagging as required not to exceed 8 pieces per set.

**Props.** All props exclusive of those used to set Breast, or for shores 55 cents per lineal yard.

**Tracklaying** All tracks, unless covered otherwise in this contract, to be laid by the Company except a pair of temporary rails laid to the face, which shall be used by the miner at least charge.

**Chutes** 2 cents per lineal yard 3 planks, 2 inches by 12 inch x 2 - six every 5 feet with cross pieces. This is when chutes from Street run in gulches shall be laid without charge by the mine.

**Brushing** Brushing to be paid for at the rate of one cent per foot in width per inch in depth per lineal yard up to 12 feet in width. Over 12 feet in width in place no brushing to be paid for.

**Beatties** 5 1/2 cents per lineal yard for each foot in height.

**Limbing Counter Entries, Cross Cut Corners and Cross Cuts** \$1.40 per lineal yard to be the full height of room when no entry. When the Company requests the miner to dig the side of the room at 1/4 cents per side for digging the side the be 1/2 charged.

**Back to The Seam** When ands of rock in the seam exceeds three inches in thickness same to be paid for at the rate of 1/4 per lineal yard for the three.

**Loading** Loading into elevated chutes up to three feet to be paid for per ton extra. For each additional foot in height, the 1/4 cents per ton to be added.

**Loading, and Trimming** up to 240 feet to be paid at 25c per ton.

**Discharge** There shall be 10 pounds added to the tare of the oil. First dirty can weighing only. Rock over 40 pounds and up to 120 pounds deduct 40% pounds of coal. Rock over 20 pounds and up to 120 pounds, deduct 50% pounds of coal. Rock over 20 pounds and up to 120 pounds deduct 10% pounds of coal. Rock over 220 pounds and up to 240 pounds deduct 200 pounds of coal. Rock over 240 pounds deduct the whole car. North office two days lay-off. Tenth office discharge. Each day on which a mine is





# THE CANMORE MINES LIMITED

## Inside Day Wage Scale

	Per Eight Hour Day
Rock Miner	\$11.42
Driver (Three Horse Team)	1.32
Driver (Spike Team)	10.95
Miscer	10.95
Shotlighter	10.95
Bratticeman	10.95
Timberman	10.95
Tracklayer	10.95
Main and Tail Rope Rider	10.95
Timber Handler	10.93
Hovstman	10.57
Motorman	10.57
Deliver	10.57
Rope Rider	10.57
Locomotive Engineer	10.55
Bratticeman's Helper	10.29
Timberman's Helper	10.28
Tracklayer's Helper	10.28
Motorman's Helper	10.28
Pipe Fitter's Helper	10.23
Locomotive Switchman	10.23
Cagers, Slope and Incine	10.23
Pumpman	10.22
All Other Labour Unclassified	10.22
Boys to 15 years	5.62
Boys over 15 years	Man's Rate

## DUCKBILL

### Three Man Crew

Machine Runner (in charge of place)	12.47
Duckbill Operator	12.47
Factman	11.47

## Four Man Crew

Per Eight  
Hour Day

As above with the addition of a second faceman at \$11.67

This man may be required, among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be inter-  
mingled.

## Outside Day Wage Scale

Per Eight  
Hour Day

Power House Engineer	\$11.86
Tail Rope Engineer	11.27
Hoisting Engineer	11.11
Blacksmith	11.05
Carpenter	11.05
Mechanics	\$10.02 to 11.05
Welders—Acetylene and Electric	
1st Class	11.05
2nd Class	10.50
Head Fireman	10.95
Fireman	10.45
Box Car Loader Engineer	10.68
Car Repairer	10.68
Hottman	10.57
Motorman	10.57
Blacksmith's Helper	10.45
Carpenter's Helper	10.45
Car Repairer's Helper	10.45
Mechanic's Helper	10.45
Tippie Dumper	10.45
Breaker Picker Boys	10.45
Teamster	10.39
Cat rip-ler Driver	11.17
Switchman	10.35
Lumpman	10.12
Stableman	10.07
All Other Labour Unclassified	10.07
Boys to 18 years	8.47
Boys over 18 years	Man's Rate

Railroad Switching Crew		Per Eight Hour Day
Engineer		11.69
Head Switchman	— . . .	10.89
Switchman		10.56
Fireman		10.56

Briquette Plant Men		
Pressman		10.73
Mixer		10.73
Box Car Loader Man		10.44
Box Car Loader Helper		10.07
Other		10.07
All Other Labour Unclassified		10.07

## CONTRACT RATES CANMORE MINES, LIMITED

### Carey Seam

Gangway 6 foot collar, 10 feet spread, 6 feet 6 inches high in the clear as driven at present, and including coal, rock, timbering and laying track, per lineal yard, \$15.88.

.3 foot collar over all 6 feet clear from bottom of collar to top of rail 3 posts under collar, collar to be notched for low side post, securely lagged, \$15.80 per lineal yard.

To be driven 12 feet wide, not less than 6 feet clear above the rail, including coal, rock and prop timbering, \$15.00 per lineal yard. Where sets are necessary, to be paid for on Stewart set rate.

Slopes To be driven 12 feet wide by thickness of seam, but not less than 6 feet clear above the rail, including rock and timbering. \$16.50 per lineal yard. Provided that, except in main slopes, extra brushing shall not be required unless necessary to make height.

**Breasts (Up The Pitch)** 12 feet wide and 7 feet thickness of coal, including timbering, chute and stair way, and Brattice building per lineal yard, \$8.00

**Breasts (Across The Pitch)** 12 feet wide and 7 feet thickness of coal including timbering brattice, trackage and handling of coal per lineal yard, \$7.72

Yardage shall be paid on the first breast above the gangway at \$1.00 per lineal yard if the pitch is 25 degrees or under at \$1.75 per lineal yard if the pitch is over 25 degrees

**Pillars** 10 feet wide and 7 feet thickness of coal, including timbering and handling of coal, per lineal yard, \$14.00

These prices are based on the present system of working of a seam more than 7 feet or less than 7 feet, to be paid for proportionately

5 cents per net ton will be paid, in addition to yardage, for the work of removing coal in pillars where the pitch is less than fifteen degrees.

### Stewart and Morris Seams

**Gangway** To be driven 16 feet wide by height of seam including all post timbering and lagging, including handling of coal and rock per net ton 73 cents. If 25 degrees pitch or under \$1.25 per lineal yard. If over 25 degrees pitch, \$2.10 per lineal yard.

In the Morris Seam only rock to be paid for at the rate of 1 cent per inch in thickness, per foot in width, per lineal yard where loaded out, 6 10 of a cent where gobbed only

**Slopes** To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling coal and rock

**Tonnage Rate**—73¢ per net ton.

### Yardage Rate Where pumping is required

12" to 25" pitch	\$5.50 per lineal yard
5" to 12" pitch	\$4.47 per lineal yard
1" to 5" pitch	\$3.55 per lineal yard

### Where pumping is not required

12" to 25" pitch	\$3.30 per lineal yard
5" to 12" pitch	\$2.48 per lineal yard
1" to 5" pitch	\$2.10 per lineal yard

Pumping shall include removing the water separately from the coal in any other manner than pumping.

Rock In the Morris Seam only, rock shall be paid extra at the rate of 1c per inch in thickness per foot in width per lineal yard where loaded out 6 10 of a cent where gubbed only.

Breasts or Angles To be driven 16 feet wide by height of seam, including all post timbering lagging, handling coal or rock, per net ton, 73 cents where coal is loaded in regular mine car and 3 cents where coal is put into chute.

In the Morris Seam only, rock to be paid for at the rate of 6 10 of a cent per inch in thickness per foot in width, per lineal yard.

Yardage shall be paid in the first breast above the gangway at \$1.00 per lineal yard if the pitch is 25 degrees or under, at \$1.75 per lineal yard if the pitch is over 25 degrees.

Pillars 30 feet wide by height of seam, securely timbered with post timbers, handling coal and rock per net ton, 61 cents where coal is loaded in regular mine car and 51 cents where coal is put into chute.

In the Morris Seam only, rock shall be paid for at the rate of 6 10 of a cent per inch in thickness per foot in width per lineal yard.

### Room and Entry Timbering (When Required)

\$1.20 per set, 6 to 8 inches diameter

\$1.50 per set, 8 to 10 inches diameter

\$1.80 per set, 10 to 12 inches diameter

The above prices are based on the collar being 16 feet long with two side props and centre prop, when required, suitably lagged. If more or less than 16 feet long, to be paid for in proportion.

When square sets are used a centre composed of three pieces framed and secured along the collar to be not more than .2 feet between notches at least 12 inches thick \$2.10 per set. Collar of greater or less diameter one to be paid for in proportion.

Shovelling in Cross-Cuts or Pillars Unless car is furnished, shovelling of coal in cross-cuts or pillars shall be paid extra per lineal yard as follows:

#### Cross-Cuts Pillars

Over 15 feet and to 25 feet	\$0.40	\$0.70
Over 25 feet and to 35 feet	.75	1.41
Over 35 feet and to 45 feet	1.50	2.81

Delivery of Cars To be made according to present practice

McGinty's The Company will move all the bullwheel with labor other than that of the Contract Miner

The Company is requested to clear places where the coal becomes abnormally hard.

Brushing Floor Rock Where loaded out, or cribbed and gobbled, 11 32 cents per inch in thickness, per foot in width, per lineal yard.

Where cast back and gobbled only, eight hundred and twenty-five (825) thousandths of one (1) cent per inch in thickness, per foot in width, per lineal yard.

In gangways where a ratchet drill is used, the price to be paid shall be ten twelfths of a cent per inch in

thickness, per foot in width, per lineal yard, if done by hammer and steel to be done Company work.

**Cap Rock** In Stewart Seam only, cap rock shall be paid for at the rate of eight hundred and twenty five (825) thousandths of one (1) cent per inch in thickness, per foot in width, per lineal yard.

**Niggerheads** Where niggerheads are gobbled the quantity shall be estimated and paid for on the basis of 75¢ per car, where they are required to be loaded out, \$1.25 per car.

#### No. 4 Seam

The same contract rates as apply to the Morris Seam shall be applicable in No. 4 Seam, subject to the proviso that when the present No. 2 mine is closed down, it shall be open to either party hereto to reopen this agreement for reconsideration only of the question of the mining rate, when the basis thereof shall be subject to mutual review.

#### All Seams

**Chute building**, 89 cents per lineal yard, to be built according to present practice, 4 feet wide, unless otherwise ordered by the Pit Boss. First length of chute 16 feet, \$2.99.

**Bulkheads**, according to present practice, \$2.99. All re-timbering and replacing broken timbers in breasts and pilars where required by the Pit Boss to do so, and if done by contract work 8-inch or 10-inch timber at 4 cents per foot.

**Gob or brattice building** in breasts, 35 cents per lineal yard.

All horizontal breasts driven over 200 feet to be paid 50 cents per yard extra up to 300 feet.



**Cap Pieces** The Company agrees to supply contract miners with ready-made cap pieces.

**Pulling Rails in Pillars** Miners shall be paid Company time for pulling rails in pillars, when required by the Company to do so.

**Man Trips** The Company agrees to supply a man trip from the Morris Seam subject to the approval of the Mines Department.

**Overpush** In rooms from 200 to 300 feet, 59 cents per lineal yard.

In pillars 30 feet wide, 200 feet to 300 feet, \$1.11 per lineal yard.

In rooms from 300 to 400 feet, \$1.19 per lineal yard.

In pillars 30 feet wide, 300 to 400 feet, \$2.23 per lineal yard.

**Machine Mining** The rate for each cut shall be \$4.04. The machine cutters to receive 4.7 or \$2.31 per cut. Machine scrapers to receive 3.7 or \$1.93.

**Bridge Stacks** Bridge Stacks \$2.40, or at the option of the Company paid in by Company men.

**Driving Pitch Cross-Cuts** Where necessary to drive a pitch cross cut through an abnormally thick pillar, the Company will furnish a buggy.

**Drawing Pillars** In drawing a pillar where one foot side is along a fault, the last nine feet in width along the fault shall be paid five cents per ton extra, or the equivalent percentage where paid by yardage.

**Single Places** Where the thickness of coal in any cross-cut becomes less than six feet, the cross-cut shall be considered a single or one-man place.

**Moving Track** The Company will encourage the laying of track in cross-cuts, and move track up in

pillars in the Morris and Stewart Seams if, in the judgment of the overman, it is considered advisable to do so.

The Company shall also move track up to pillars where the coal is over ten feet wide.

In conditions not already covered by the foregoing clause, the following shall apply

In taking out pillars, track shall be moved to the high side at the commencement of the cross-cuts and where skips are driven from the jig or slope, track shall be moved into the skip.

**Miners Running Hoists and Turning Switches** The existing practice where miners run the hoist and turn switches shall be continued as follows

In Jigs—Up to 300 feet—1 hour extra.

In Slopes of over 150 feet and up to 300 feet—1 hour extra.

In Jigs and Slopes—Turning switches only—1 hour extra.

**Unclaimed or Unchecked Contract Coal** Where contract miners send out cars of coal without checks, the amount due the miner therefor shall, unless a claim for such car is substantiated, be credited to a fund to be mutually agreed on.

**Change Sheets** Change sheets shall be posted in a conspicuous place in the check room.

**Dockage** The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six (6) working days. From this method of weighing, the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the Company, or in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the

weight of each pit car 17 pounds to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 10 pounds per car there will be no deduction made for waste, the 10 pounds per car being considered a reasonable allowance per car for waste or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds or falls below 17 pounds, the difference between the actual average weight of dirt in each car and the 17 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out by each car may be checked at with the request of the miners or the Company at any time during the life of this agreement.

Further should the dirt coal or waste sent out by the miners exceed the allowance above specified, the following system of fines is provided:

First, off one 20 pounds of rock or slate warning and fine of 100 pounds of coal.

After the first offense 40 pounds of rock or slate shall be fined 20 pounds of coal and 20 pounds of rock or slate shall be fined 40 pounds of coal, and 100 pounds of rock or slate shall be fined all coal in the car and be liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

## LOCAL CONDITIONS

**Tools.** The Company will take back mining tools when the men are leaving its employment, the same to be valued by the management of the mine and paid for up to 50 per cent of their value.

New mining tools purchased by the men from the Rundle Mountain Trading Company will be delivered at the mine at a place designated by the Mine Manager.

**Insurance on Employees' Clothing.** The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Thirty-five Dollars (\$35.00) in each individual case.

**House Rents** \$1.50 per room per month.

**Electric Current** No change in present rates.

**Wash House** \$1.00 per month.

**Blacksmithing** 50c per month.

**Water** Using Outside Tap, \$1.00 per month.

**Water**, Using Inside Tap, \$1.50 per month.

**Fuel to Employees** Brumetles, \$7.00 per ton delivered, Screened Coal, \$5.50 per ton delivered. (Delivered by private trucks contracted by Company.)

# **BRAZEAU COLLIERIES LIMITED**

## **Inside Day Wage Rates**

	Per Eight Hour Day
Rock Miners	\$11.43
Spike Team Drivers	11.08
Three Horse Spike Team	11.43
Miners on Day Wages	10.95
Timberman	10.95
Tracklayers	10.95
Bratticemen	10.95
Jiggers	10.95
Flaughters	10.95
Drivers	10.87
Rope Riders	10.87
Motormen	10.87
Bratticemen's Helpers	10.07
Tracklayers' Helpers	10.07
Timberman's Helpers	10.07
Motormen's Helpers	10.07
Locomotive Switchmen	10.07
Couplers (Men)	10.07
All Other Labour Unclassified	10.07

## **Outside Day Wage Rates**

Power House Engineers	\$11.27
Machinists	11.08
Welders—Acetylene and Electric	
1st Class	11.08
2nd Class	10.56
Blacksmiths	11.08
Carpenters	11.08
Electricians	11.08
Plumbers	11.08
Sawyer	11.08
Motormen	10.87
Rope Rider	10.87
Tipple Engineers	10.56

**BRAZEAU COLLIERIES LIMITED**  
**Outside Day Wage Rates (Contd.)**

	Per Eight Hour Day
Car Repairers	10.56
Box Car Loader Engineers	10.56
Timber Framers	10.56
Truck Drivers	10.56
Caterpillar Driver	11.17
Firemen	10.24
Motor Conductors	10.07
Teamsters	10.07
Drivers	10.12
Tippie Dumpers	10.07
Railway Car Handlers	10.07
Carpenter's Helpers	10.07
Car Repairer's Helpers	10.07
Electrician's Helpers	10.07
Machinist's Helpers	10.07
Plumber's Helpers	10.07
Blacksmith's Helpers	10.07
Boiler Washers	10.07
Lampmen	10.07
Tippie Oilers	10.07
Car Oilers	10.07
Ashmen	10.07
Slate Pickers	10.07
Washhouse Men	10.07
Stabblers	10.07
Box Car Shovelers (Loader)	10.07
Car Pushers	10.07
ALL Other Labour Unclassified	10.07
<b>Briquette Plant</b>	
Mixer	10.73
Pressman	10.73
<b>Boy's Rates</b>	
Underground	\$7.92 to 9.02
Outside	\$7.50 to 8.47
(Boys over 18 shall be paid men's wages.)	

## CONTRACT RATES

### No. 2 Seam

Main Entry 72 cents per gross ton of coal of 2,240 pounds.

Yardage \$1.74 per lineal yard.

Timbering: Collar to be 12 feet notches, price per set of three pieces at least 12 inches thick, with suitable lagging, \$2.32.

Cap Rock To be gobbled and paid for at the rate of one cent per inch in thickness, per foot in width, per lineal yard.

Water Levels, Counter Levels, Slants and Main Airways Coal 72 cents per gross ton.

Yardage \$.74 per lineal yard.

Timbering. Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick, with suitable lagging, \$1.15. Every foot in collar width over 10 feet to be paid on a pro rata basis.

Cap Rock Same as above.

### Cross-Cuts and Companion Airways

Coal 72 cents per gross ton.

Yardage 53 cents per lineal yard. If the length exceeds fifty feet, an extra 23 cents per yard to be paid for exceeding distance. Minimum dimensions 4 feet by 6 feet.

Timbering When set of timber required, price per set of three pieces to be \$1.15.

Cap Rock: Same as above.

## Rooms

Coal 72 cents per gross ton of 2,240 pounds

Timbering Collar to be 15 feet long with two side props and centre props, suitably lagged

\$1.10 per set of 6 to 8 inches diameter

\$1.40 per set of 8 to 10 inches diameter

\$1.74 per set of 10 to 12 inches diameter

Increasing 22 cents per set for every two inches increase in diameter. Second centre prop and lagging to be paid at 11 cents per foot per post

Cap Rock and Draw Slate To be gobbled between centre props and paid for at one (1) cent per inch in thickness, per foot in width, per lineal yard

In Pillars Cap Rock to be gobbled and paid for at 5/10 cent per inch in thickness, per foot in width, per lineal yard

McGintys McGinty to be paid for at \$3.49 each time the McGinty is moved and properly set up and beyond 50 feet, in rooms, cross cuts and pillars up the pitch. The Company shall put double track in every place, the maximum distance being 7 1/2 feet. Spooling posts to be paid for at the rate of \$1.75. The maximum distance for all posts to be 12 feet

Tracklaying The Company agrees to put track in all places every 12 feet

## Drawing Pillars

Coal 61 cents per gross ton of 2,240 pounds. Where, with the knowledge and consent of the Company, skips in pillars are being drawn with two fast ends, room tonnage prices shall prevail

When at the request of the miners and when in the



opinion of the management shooting is necessary to pillars, the Company agrees to provide free powder. The management to be the judge of quantity necessary.

**Timbering:** Post provided with cap piece, prices above—3½ cents per foot per post.

**Cogs:** To be put in by the Company.

**Bridgesticks:** To be put in by the Company.

**Pushing in Levels:** In levels the Company shall put in side tracks to eliminate dumping.

**Rooms Across The Pitch:** The Company shall put in sidetracks in rooms across the pitch where cars are delivered to miners in trips, of two or more cars.

**Slopes:** Yardage in Slopes shall be \$1.74 same to include pumping. Where no pumping yardage to be \$1.74.

### No. 3 Seam

**Main Entry:** 12 cents per gross ton of coal of 2,240 pounds.

**Yardage:** \$1.74 per lineal yard.

**Timbering:** Collar to be 12 feet between notches, price per set of three pieces at least 12 inches thick, with suitable lagging, when the legs do not exceed 10 feet in height, \$2.32—23 cents extra per set, per foot of height over 10 feet, increasing on a pro rata basis over 12 feet notch.

In case of abnormal conditions, prices to be mutually agreed to.

**Water Levels, Counter Levels, Shalts and Main Airways.**

**Coal:** 12 cents per gross ton of coal of 2,240 pounds.

**Yardage:** \$1.74 per lineal yard.

**Timbering:** Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick, with suitable lagging, if the height of post is not over 10 feet \$1.16, 22 cents per set, per foot in height over 10 feet. Increase in width on pro rata basis over 10 feet notch.

### **Rooms**

**Coal:** 72 cents per gross ton of coal of 2,240 pounds.

**Timbering:** Collar to be 12½ feet long with two side posts and a centre post, and to be suitably lagged. Size and prices same as in No. 2 Seam. An extra 11 cents per foot to be paid for every foot over 10 feet when longer posts have to be used.

**McGinty:** Same as in No. 2 Seam.

**Tracklaying:** All tracklaying to be done by the Company.

### **Drawing Pillars**

**Coal:** 61 cents per gross ton of coal of 2,240 pounds. Where with the knowledge and consent of the Company, skips in pillars are being driven with two fast ends, room tonnage prices shall prevail.

When at the request of the miners and when in the opinion of the Management, shooting is necessary in pillars, the Company agrees to provide free powder, the Management to be the judge of the quantity necessary.

**Timbering:** To be as in Cross-Cuts and Rooms. Conditions and prices the same as in Seam No. 2.

**Bridge Sticks:** To be put up by the Company.

**Tracklaying.** All track to be laid by the Company.

**Pooling in Levels** In levels the Company shall put in sidetracks to eliminate dumping.

**Rooms Across The Pitch** The Company shall put in sidetracks in rooms across the pitch where cars are delivered in trips of two cars or more.

**Brushing** All brushing to be done by the Company.

**Putting Rooms and Pillars** Miners driving rooms shall pull the same plans. The Company agrees to keep record of miners extracting rooms for tally by the Pit Committee.

**Starting Away Places** The Company agrees before putting men to work on contract in a place to have same in safe condition. Either bridge sticks or square set shall be put and all posts lagged and dirt removed. If the place be over 10 feet in height a scaffold shall be erected by the Company.

**Black Jack** When loading is necessary black jack shall be paid at the rate of 32½ cents per ton of 2,240 pounds, one car per day to be maximum.

**Slopes** Yardage in slopes shall be \$2.74, same to include pumping. Where no pumping yardage is to be \$1.74.

**Abnormal Conditions in Working Places** An abnormal condition shall be considered where a man cannot earn a fair day's wage. When abnormal conditions arise such as rock work, faulted coal, pushed coal or frozen coal such places shall be paid for by day's pay until normal conditions prevail.

Where it is necessary to use hand fans, payment for same to be mutually arranged.

**Dockage** The dirt or slate or other impurities picked from coal going over picking tables or screens shall

be weighed for a period of six working days. From this method of weighing the average weight of waste sustained in each week can well be determined and form a basis of deduction per cent of a factor of the company. The following table presents the the average deduction from each lot shipped, provided that the company will have the right to deduct from the weight of each lot shipped a percentage thereof for the bag and handling of the same. The average of waste in each lot shown with a column provided for the deduction made for waste. The second part of the bag is also listed as a variable although it is a fixed cost of waste. The cost of bagging and handling is also shown for the different kinds of coal.

[illegible]

For the purpose of determining the rate of interest payable by the insured, the following factors shall be applied: (a) If the insured is a minor, the rate shall be 10% per annum; (b) If the insured is a married woman, the rate shall be 12% per annum; (c) If the insured is a single woman, the rate shall be 14% per annum; (d) If the insured is a man, the rate shall be 16% per annum.

For the purpose of this study, the following hypotheses were formulated:

As for the second condition, the presence of such an object when the second condition is not possible is possible if such an object that is found in a possible world is not possible and such an object is not found in a possible world. In this case, it is not possible that an object that is not found in a possible world is found in a possible world.

The telephone call gave the man warning and kept a record of his illness and apathy from duty in the main magazine. The meeting returned from the apartment of the future wife, dedicating his entire wealth of the

rock) shall be applied to providing prizes for miners sports or to the entertaining of miners' children. All coal loaded without checks by the miners, if not claimed by the end of each month shall be deposited to the above fund.

## LOCAL CONDITIONS

### Fuel To Employees

Cigarettes, per 100, delivered \$7.00

Mine Run Coal per load of 2300 lbs., delivered \$3.74

Mine Run Coal shall be selected from mine trips by the Checkweighman. Deliveries shall be by Company truck and Company driver.

Light Light for the first 20 kilowatts per month to be 10 cents per kilowatt hour. Remaining kilowatts to be 6 cents per kilowatt hour. Maximum charge to be 75 cents per month. No meter rent.

Insurance on Employees Clothing The Company will insure employees clothing in the wash-house against loss by fire up to a maximum amount of Thirty-five Dollars (\$35.00) in each individual case.

Wash House We shall fix per pay period or over—50 cents per pay period. Under 2 shifts per pay period—25 cents per pay period.

The Company agrees to keep wash house in sanitary condition and make all repairs necessary. Maximum charge shall be \$12.00 per annum.

House Rents \$2.25 per room per month.

Back porches shall be 75¢ per month.

Cleaning Material. Alabastine shall be furnished to householders once per year. All houses shall be kept in repair.



**Tool Sharpening** Fifty cents per month, including all repairs.

**Supply of Tools to Company Men** Company men shall furnish their own tools which the Company will take back at their original value when they leave. In severe and wet weather the Company will supply or lend to workmen a camp robe if cover same can be returned when stopped on leave. If not returned charge be made against workmen.

**Timbers in Cross-Cuts** Timbers in Rooms, Cross-Cuts and Pillars, price as per diameter call a for

**Saturday Work** Saturday work shall be eliminated as far as practicable.

**Rooms, Cross-Cuts and Pillars** The Company agrees to deliver all cuts to the coal face when possible.

**McGinty Posts** All McGinty posts and snubbing posts to be put up by the miner.

**Itemized Statements** Statements to be so itemized that all shortages can be accounted for.

**Spare Places** The Company agrees to provide spare places in sufficient numbers to make it unnecessary for miners to go home before the end of their shift.

**Safety Ropes** Safety ropes and clevises shall be provided in all places.

**Changing of Notices** In the event of the Company being required to change notices relative to mine operation, it is agreed that the Company will blow the mine whistle at 6 o'clock the evening of the day it changes notices.

**Framed Timbers** Framed timbers shall be supplied in levels, counter levels, shafts, main airways and slopes.

**Timbering in Slopes** Timber prices to prevail as paid on Levels.





# CADOMIN COAL COMPANY LIMITED

## Per Day Wage Rates

	Per Eight Hour Day
Rock Mangers	\$11.43
Machine Men Electric	10.95
Machine Man A.C.	10.95
Miss Carpenter	11.05
Pipe Fitter	10.95
Driver Spike Team on Three Horses	10.95
Miner	10.95
Shotlighter	10.95
Brattice Men	10.85
Timberman	10.95
Tracklayer	10.95
Shaft Cagers	10.95
Radial Machineman	10.95
Machineman's Helper, Electric	10.67
Timber Handler	10.43
Driver	10.55
Road Rider	10.55
Hoistmen	10.55
Machineman's Helper, Air	10.67
Radial Machineman's Helper	10.67
Brattice Men's Helper	10.67
Timberman's Helper	10.67
Tracklayer's Helper	10.67
Pipe Fitter's Helper	10.67
Couplers	10.67
Pushers	10.67
Buckers	10.67
Ladders	10.67
Cagers, Slope and Incl. ne	10.67
Pumpman	10.67
Grippers	10.67
Rollerman	10.67
Track Cleaners	10.67

	Per Eight Hour Day
All Other Labour Unclassified	10.07
Boys	9.02
(All boys over 18 years shall be paid men's wages.)	

### Outside Day Wage Rates

Power House Engineers	\$10.56 to \$11.27
Hoisting Engineers	10.56 to 11.27
Blacksmith	11.06
Machinists	10.56 to 11.06
Welders Acetylene and Electric	
1st Class	11.06
2nd Class	10.56
Carpenters	11.06
Incline Engineers	10.56
Box Car Loader Engineers	10.56
Tipple Engineers	10.56
Locomotive Engineer	10.56
Car Repairers	10.56
Timber Framers	10.56
Truck Driver	10.56
Caterpillar Driver	11.40
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Machinist's Helper	10.07
Fireman's Helper	10.07
Fireman	10.07
Tipple Dumper	10.07
Teamsters	10.07
Box Car Shovelers	10.07
Lampman	10.07
Railway Car Handlers	10.07
Tipple Oilers	10.07
Car Oilers	10.07
Stableman	10.07
Gate Pickers	10.07

	For Eight Hour Day
Artisan	18.07
Carpenter	16.07
Rock Bush Man	18.07
Finisher after log car leader	18.07
Washhouseman	18.07
Car Driver	18.07
All other labor unclassified	18.07
Boys	8.47

(Boys over 18 years shall be paid men's wages)

### CONTRACT RATES

**Main Entry.** To be driven same length roller as at present. To be 8 feet between patches. Three posts sets. Five or six feet spread in the clear between logs. Seven feet clear from top of rail to roller. Six or four feet on re-lagged top and sides. Loading refuse separate from one. Laying permanent track. Timber heavily or less in diameter at butt, over that size fifteen cents or 10 per inch for each inch in diameter. All inclusive \$ 7.72 per lineal yard.

**Cribbed Rafters.** Driving Cribbed Rafters, including all timbering lagging and loading rail—

12" x 8" ft. \$ 9.18 per lineal yard.

8" ft. x 8" ft. \$11.34 per lineal yard.

**Counter Logs.** Counter logs to be skinned as follows:

Counter to be not less than ten inches diameter and shall measure six feet between patches. Posts shall be proper, matched and the roller and shall not be less than ten inches in diameter and have a spread wide of posts of not more than six feet on its rotation. Top and sides to be lagged or else if thought necessary by the management. The bottom of the roller shall not be less than six feet in height above top of rail.

All timbering lagging track-laying bracing, loading and dumping rail at \$10.42 per lineal yard.

Where size is 8 ft. x 10 ft.—price shall be \$12.00 per lineal yard.

Timbering in excess of ten inches to be paid for in proportion.

Angles 4 ft. by 4 ft. To be driven 4 ft. by 4 ft. at \$1.00 per lineal yard. Timber where needed, three pieces set, and lagged, \$1.10 per set, two pieces set lagged, 85 cents per set.

Brattice to be erected in an efficient manner and kept in repair for 25 cents per lineal yard, and not to exceed six feet in height.

Timber to be same size as used at present, from five inches to ten inches in diameter at butt.

Angles 7 ft. by 9 ft. To be driven for \$1.10 per lineal yard, including all timbering at four feet center three pieces set lagged and erecting brattice. A clearance of six inches to be allowed either below or above the stated size, which shall be paid for or deducted, as the case may be, in proportion.

Timber to be five inches to ten inches if other size asked for to be considered "New Work."

Pillars. The rate for pillars is 10 cents per gross ton of 2240 pounds; this to include all timbering and looking after the bulkhead.

Definition of Lagging. Throughout the Agreement, where the word 'lagging' is referred to, this shall be understood to mean that when thought necessary by the management the lagging on top and sides shall be placed close to skin.

Cubic Measurement. Twenty-seven cubic feet to be taken as equal to one gross ton.

All other conditions to remain as at present.

All contract miners shall remain in their working places up until one-half hour from the time recognized

by order on leaving the end of the shift, and any contract miner leaving his working place before one-half hour from the end of the shift shall be deemed not here and as he incurs offense he is not to discharge, unless if of course he is given 15 minutes to work his place before he time herein specified.

All underground employees to be at their respective working places not later than one-half hour from the time recognized as the commencement of the shift.

**Overhaul on T & B or B & B from Cuts Turned Away from Rooms on Pits.** Price to be .15 cents per ton beyond a distance of 100 lineal feet and up to a depth more or less lineal feet in from the rib of the room when paid on yardage basis rate is .15 cents per lineal yard for B & B from Cuts and \$1.25 per lineal yard for T & B from Cuts.

Where contracts go beyond 40 lineal feet in from the rib of the room the miner has the option of doing the haulage of the work beyond 40 feet on Company time at 100,000 inches rate or on the other hand, accepting a rate of 125 cents per ton for over haul. In all cases a ton shall be considered 28 cubic feet of coal extracted.

Where Cuts Cuts have to be driven 120 feet or over the Company shall supply m & m and cars, and no deduction shall be made on over-haul rates as herein specified. In this case miners have to put down track and trim coal to dump. The miner also has the option of doing this work at Company contract rates.

**Tramming Coal on Counter Levels.** The maximum distance that coal is to be trammed under this Agreement on counter levels is 100 lineal feet and a price of 45 cents per ton shall be paid for tramming.

**Buggy Pullers.** The Company is responsible for the tramming of all coal from the pulling chute to the dump

on the main shaft and shall provide trimmers for this work on all shifts. Contract miners doing trimmer work shall be paid Consideration.

**Re-Trimming of Coal** Where trimming and re-trimming work are only required to trim coal into the working face to the dump. Any person is not asked to re-trim coal from the chute below the point dump to another dumping point shall be paid Consideration for the time so employed.

The Management agrees above provision to supply trimmers for his work and keep in work at the face.

**Corner** A carrying roller is to be placed over the corner with a front of the room. The front is feet of room or is to be cut out by hand, and the front set in the corner and placed in position from the side of the room. Both corners at the end of the room to be properly lagged together with rods and nuts. Price \$2.00 per corner.

**Company Man Having Miner's Certificate** The Company agreed to give Company men having Miner's Certificate preference over non union men as miners.

**Consideration** The person in charge of the district shall have the authority to pay for any consideration, and a such time agreed shall be decided on the main shaft or the district where the work is done. A record of disputes either by heading the Buyer's witness and the Mine Manager shall discuss the matter with the Local Union Committee and a decision arrived at as early as possible.

**Delivery of Timber and Material to Working Place** The Management is to deliver all timber and material to a point at least from the working place. Contract miners asked to park timber or material from a point beyond 50 feet from the working face shall be paid Consideration for the time so employed parking timber

or material from a point beyond 50 feet from the face to a point 10 feet from the face. It is agreed in principle that the Company shall provide sufficient timber packing at a mine. In case of shortage of timber or material the contract miner may be asked to pack said timber or material, and shall do so and shall be paid Company miners rate of Consideration for the time so employed.

**Places from Cutting the Seam.** This work is to be considered as abnormal work and in every case the Pit Company and the Management shall select the place and observe the conditions and decide on the rate to be paid and for the purpose of this section of the Agreement the base Company Miners rate of \$10.50 is not to be considered.

**Cribbed Rooms in Coal (Vertical).** Where conditions are such that the work may be considered abnormal the Pit Company and the Management shall report the work and report to the Superintendent when a rate will be decided upon. For the purposes of this section the Company Miners rate of \$10.50 is not to be considered.

**Payment for Jack Posts.** In Flat Cross Cuts where three posts are put in, Jack Posts are to be paid for at the rate of 45 cents per foot.

**8 x 8 Cross Cuts on Pitch.** Rate \$ 14 per lineal yard. Where no chute is put in Jack Posts to be paid for. Where chute is put in Jack Posts are included in payment for building chute.

**Braces.** Where Braces are ordered to be put in, same to be paid for at a rate of 20 cents per Brace. All Braces to be put in properly before payment is made.

### Local Conditions

**Hackers.** The rate for Hackers shall be three dollars and sixty-five cents (\$3.65) per foot. Where unavoidable

able delay occurs and the workman is unable to earn the rate prescribed, he shall be paid a basic rate of \$11.82 per day of eight hours. Size of tunnel 8 feet by ten feet.

It is understood and agreed that Muckers must clean up a five foot round per shift, unless unavoidable delays occur.

**Rock Tunnel and Rock Work.** The general terms and conditions of the old Agreement respecting Rock Tunnel and Rock Work will apply.

**Machinemen.** The Machinemen's contract rate is three dollars per foot of tunnel irrespective of the direction of place. Size of tunnels 8 ft x 10 ft.

**Development and Pillar Men.** Without the Company abrogating its rights under the terms of the general clauses of the contract the Company in so far as practicable, agrees to change all development and pillar men every six weeks with the object of providing equal work.

**Development Work Contract.** During any period where four or six men are moved out from any development work contract the said contract shall end immediately and the place be measured up. New men entering the same place shall be placed on a new contract.

**Forepoling.** The Pit Committee and Management shall visit immediately each and every place where forepoling has to be done, and in consultation with the Superintendent agree as to the rate to be paid.

**Tools.** The Company agrees to supply all Muckers with free tools. It is understood the workman shall return all worn out tools to the Company before replacements are made. The Company agrees to supply a tool box which will be kept under lock and key.



## Coal To Employees

Mine Run Coal . . . . .	\$4.97 per ton delivered
Screened Coal . . . . .	5.67 per ton delivered
Coal from Dump . . . . .	\$2.77 per ton

Employees picking coal from the dump assume their own delivery charges. It is further understood that the Company will not be responsible for any accident that may occur in the picking or handling of this coal.

**Ground Rents** Ground rent rates to be brought into conformity with those existing in the district.

**House Repairs:** The Company agrees to make ordinary repairs to Company houses.

**Rates for Water on Townsite:** This rate to be the same as in other mining towns giving similar service.

**Rates for Light.** Ten cents per kilowatt.

**Man Trips To and From the Mine** This will be arranged for if found practical.

**Insurance on Employees' Clothing** The Company will insure employees' clothing in the Washhouse against loss by fire only, to a maximum of Thirty-five Dollars (\$35.00) in each individual case.

# LUSCAR COALS LIMITED

## Inside Day Wage Rates

	Per Eight Hour Day
Rock Miners	\$11.43
Mine Carpenter	11.06
Machineman, Electric	10.96
Machineman, Air	10.95
Driver, Spike Team on 3 Horses	10.95
Miner	10.95
Shotlighter	10.95
Bratticeman	10.95
Timberman	10.95
Tracklayer	10.95
Pipe Fitter	10.95
Radial Machineman	10.95
Machineman's Helper, Electric	10.67
Timber Handler	10.63
Hoistman	10.58
Driver	10.58
Main and Tail Rope Hoistman	10.58
Rope Rider	10.56
Radial Machineman's Helper	10.07
Machineman's Helper, Air	10.07
Bratticeman's Helper	10.07
Timberman's Helper	10.07
Tracklayer's Helper	10.07
Pipefitter's Helper	10.07
Couplers	10.07
Pushers	10.07
Backers	10.07
Loaders	10.07
Cagers, Slope and Incline	10.07
Pumpmen	10.07
Grippers	10.07
Rollermen	10.07
Track Cleaners	10.07
All other labour unclassified	10.07
Boys to 13 years of age	9.02
Boys over 13	Man's Rate

## Open Cut Work

In view of the fact that the open cut system is unique and is not susceptible to the making of a contract rate, it is agreed that a day wage rate shall be provided for such men as are employed who require to have miners' certificates.

It is therefore agreed that for men employed above and below ground in accordance with the foregoing, a rate of \$12.40 per eight-hour day shall be paid.

This Open Cut Work agreement is not to change the provisions of the Agreement of May 12th, 1930, with respect to the contract price of pillar work.

Where pillars are drawn by normal mining methods as at present, the normal pillar rates will apply.

## Outside Day Wage Rates

	Per Eight Hour Day
Power House Engineers	\$10.56 to \$11.27
Hoisting Engineers	10.56 to 11.11
Blacksmiths	11.06
Carpenters	11.06
Machinists	10.56 to 11.06
Welders, Acetylene and Electric	
1st Class	11.06
2nd Class	10.56
Incline Engineers	10.56
Box Car Loader Engineers	10.56
Tipple Engineer	10.56
Locomotive Engineer	10.56
Car Repairer	10.56
Timber Framers	10.56
Head and Tail Rope Hoistman	10.56
Truck Driver	10.56
Tractor Driver	10.56
Caterpillar Driver	11.40
Blacksmith's Helper	10.07

	Per Shift Hour Day
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Machinist's Helper	10.07
Fireman	10.07
Fireman's Helper	10.07
Tipple Dumper	10.07
Tankmen	10.07
Box Car Shoveller	10.07
Lampman	10.07
Railway Car Handler	10.07
Tipple Oiler	10.07
Car Oiler	10.07
Stablemen	10.07
Slate Pickers	10.07
Ashman	10.07
Coupler	10.07
Rock Bank Men	10.07
Finisher after Box Car Loader	10.07
Washhouse Man	10.07
Car Pusher	10.07
All other labour unclassified	10.07
Boys to 18 years of age	8.47
Boys over 18 years	Man's Rate

### CONTRACT RATES

All coal produced to be paid for on a basis of 2,240 pounds to the ton.

### JEWEL MINE

#### Tonnage.

Narrow work	per gross ton 72c
Pitch Pillars	per gross ton 54c
Flat Pillars	per gross ton 64c

No tonnage rates in Main Entries or Main Slope.

Yardage- Main Entry, same conditions as at present,	
per lineal yard	\$12.72

Main Slope, same conditions as at present, per lineal yard \$25.00

Counter Entry, Dip Entry and Slants, per lineal yard \$1.74

Cross-cuts, Raises and Angles, per lineal yard \$1.10

Timbering, Counter Timber Sets as used at present, \$1.75 per set with tight lagging on top. This rate made when using B C for

Counter Dip Entry Raises, Rooms, Angles and Cross-Cuts \$1.10 per set with tight lagging on top.

Main Entry Green Sets, \$2.32 per set, with tight lagging on top.

Props, other than Chute Props, \$1.10 per three Props.

That when any contract miner is called up to work in any place behind the last measuring mark he shall be paid at the rate of \$3.75 consideration on the contract.

Tight Side Lagging: When the Company requests the miner to tight lag the sides of the rooms, cross-cuts, raises, counter and dip, to be paid 50c per side for such lagging.

Chutes Three feet wide one foot high, sheet iron on the bottom, two posts every eight feet, cross pieces to support chute 35c per lineal yard.

Overpush of Cars If cars are pushed a distance exceeding 50 feet, a price of 25c per lineal yard be added to the yardage price for the exceeding distance.

Overhaul in Flat Cross-Cuts After twenty-five feet of cross cut the yardage to be paid an extra 50c per lineal yard for the exceeding distance.

Corner Sets If necessary in starting a room off the Counter Level to be paid Company work.

Bridge Sticks: To be paid for on Company work.

**Dockage:** Twenty-eight (28) pounds to be added to the tare of every car to offset refuse in the coal.

Any man loading fifty (50) pounds of rock or bone in a car to one one hundred (100) pounds of coal, one hundred (100) pounds of rock or bone to lose four hundred (400) pounds of coal, three hundred and fifty (350) pounds of rock or bone to lose the whole car.

The Mine Manager shall give warning of offences and cause a record of same to be kept.

### **Local Conditions**

**Insurance on Employees' Clothing:** The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Thirty-five Dollars (\$35.00) in each individual case.

### **Fuel To Employees**

Lump Coal	\$ 6.45 per ton delivered
Stoker	7.35 per ton delivered
Briquettes	10.85 per ton delivered

These prices include a charge of \$1.35 per ton for delivery paid to a local contractor.

# MOUNTAIN PARK COALS LIMITED

## Inside Day Wage Rates

	Per Eight Hour Day
Rock Miners	\$11.43
Mine Carpenter	11.06
Machineman (Atr)	10.95
Driver, Spike Team, 2 to 3 Horses	10.95
Miner	10.95
Bratticeman	10.95
Timberman	10.95
Tracklayer	10.95
Pipe Fitter	10.95
Timber Handler	10.43
Hoistman	10.53
Driver	10.53
Rope Roder	10.53
Motorman	10.53
Machineman's Helper (Atr)	10.97
Bratticeman's Helper	10.97
Timberman's Helper	10.97
Tracklayer's Helper	10.97
Pipe Fitter's Helper	10.97
Couplers	10.97
Pushers	10.97
Buckers	10.97
Loaders	10.97
Cagers (Slope and Incline)	10.97
Pumpman	10.97
Grippers	10.97
Rollerman	10.97
Track Cleaner	10.97
All other labour unclassified	10.97

## Outside Day Wage Rates

	Per Eight Hour Day
Power House Engineers	\$10.53 to \$11.27
Hoisting Engineers	10.54 to 11.11
Blacksmiths	11.05

	Per Eight Hour Day
Carpenter	11.06
Machinists	10.56 to 11.06
Welders—Acetylene and Electric	
1st Class	11.06
2nd Class	10.56
Incline Engineers	10.56
Box Car Loader Engineers	10.56
Tipple Engineer	10.56
Locomotive Engineers	10.56
Car Repairer	10.56
Timber Framers	10.56
Pipe Fitter	10.56
Truck Driver	10.56
Tractor Driver	10.56
Caterpillar Driver	11.40
Blacksmith's Helper	10.07
Carpenter's Helper	10.07
Car Repairer's Helper	10.07
Machinist's Helper	10.07
Fireman	10.07
Tipple Dumper	10.07
Teamster	10.07
Box Car Shoveller	10.07
Lampman	10.07
Railway Car Hauler	10.07
Fireman's Helper	10.07
Tipple Oiler	10.07
Stableman	10.07
Gate Picker	10.07
Car Oiler	10.07
Ashman	10.07
Coupler	10.07
Rock Bankman	10.07
Finisher after Box Car Loader	10.07
Washhouseman	10.07
Car Pusher	10.07
All other labour unclassified	10.07



Boys over 18 years		Man's Rate
Boys' Rates. Outside	—	8.47
Inside	—	9.02

## CONTRACT RATES

All coal produced to be paid for on the basis of 2,240 pounds to the ton.

### Number 3 Seam.

Tonnage	per ton gross	\$0.72
Removing Pillars	per ton gross	.82

The New Contract Rate for the Main Entry in No. 3 Seam. The old rates as shown below for the driving of the main entry are hereby cancelled.

Main Entry.

Yardage	\$1.74 per lineal yard
Timbering	\$2.32 per act with lagging

And the new rate and conditions, as follows, are accepted.

**Main Entry.** To be driven with 10 ft collars and 10 ft legs 11 ft. spread in the clear between legs at rail level, 7 ft. clear from top of rail to bottom of collar. Sets 4 ft. centre, to centre lagged top and sides.

Laying permanent track, timbers up to 20 inches in diameter at the butt.

The Clause "Loading of Impurities" is now to cover only the loading of false foot wall and shall not apply to the loading of bone found in the seam.

Rate, all inclusive	\$19.72 per lineal yard
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Yardage.

Main Entry	per lineal yard	\$1.74
Counter Entries	per lineal yard	\$1.74
Raises 10 x 7 feet	per lineal yard	\$1.16
Room Cross-cuts 8 x 8 feet,		
up to 25 feet	per lineal yard	\$1.16
Over that distance	extra per lineal yard	.58
Splits 8 feet x 8 feet	per lineal yard	\$1.16

### Timbering:

Main Entry	per set with lagging \$1.57
Counter Entries	per set with lagging 1.16
All other timbering	per set with lagging 1.16

All props other than chute props, \$1.16 for three props.

Main Entry timbers not to be less than ten inches in diameter at the butt end.

Bridge Sticks paid for by Company work.

Main Entry timbers below or above ten feet to be paid in proportion.

Chutes Three feet wide, one foot high, sheet iron at the bottom, two posts every eight feet, cross pieces to support chute 36 cents per lineal yard.

Tight Side Lagging When the Company requests the miners to tight lag the sides of the room, cross-cuts, raises, counter dip or entry, to be paid for at 36 cents per side for such lagging.

Loading Into Small Cars and Pushing in Flat Rooms A tonnage rate of 22 cents per ton to be paid extra for the above work.

Pushing Cars by Miners The cars to be pushed distance not exceeding 75 feet. If the distance of 75 feet is exceeded, the yardage price to be increased by 22 cents per lineal yard for the exceeding distance and not to exceed 160 feet. This does not apply to the clause "Loading into small cars and pushing in flat rooms."

Flat Room Necks from Main Entry If room necks are open on the flat from the Main Entry, they shall be paid same as Main Entry if driven and timbered same as the Main Entry up to 25 feet total distance.

Dockage: Twenty-eight pounds to be added to the tare of every car to offset refuse in the coal. Any man

loading fifty pounds of rock or bone in a car, to lose one hundred pounds of coal; one hundred pounds of rock or bone, to lose four hundred pounds of coal three hundred and fifty pounds of rock or bone, to lose the whole car. The mine Manager shall give warning of offences and cause a record of same to be kept.

**Tracklaying:** Laying of Light Track, 18 cents per lineal yard.

**Loading of Impurities.** Loading of impurities from the main entries of the No. 2 Seam and the Kennedy Seam to be paid for as a car of coal.

### Michellia Seam

#### Tonnage

Narrow	per gross ton	\$0.72
Pillar Work, including all posts	per gross ton	.72

But if extra posts are ordered by some Company official on account of safety, to be paid 25 cents each.

**Yardage** Main entry, 11 feet wide at the bottom, 9 feet high above the rail on the high side rib. High side rib posts in the main entry to be paid at the rate of One Dollar (\$1.00) each same conditions as at present. Stowing rock on the low side and building wall, or loading rock into cars, based on 4.5 feet of coal, jack hammer provided.

No tonnage price	per lineal yard	\$18.00
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Raise, 10 feet wide, building chute and post.

No tonnage price	per lineal yard	\$8.00
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Counter 18 feet wide, track and using buggy.

No tonnage price	per lineal yard	\$6.00
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Cross-Cuts	per lineal yard	\$1.16
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Room necks	per lineal yard	\$1.16
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No yardage paid on places over 12 feet wide.

**Main Slope** To be driven 18 feet wide, 8 feet high above the low side rail—\$12.00 per linear yard. If extra height required, the brushing to be paid as per the brushing rate.

Timbering to be paid for as per rates provided for in this agreement.

Cross cuts between Main Slope and First Room beyond the Back Slope to be paid \$4.00 per linear yard plus all brushing.

**Back Slope** Same conditions and rates as paid in the system.

**Timbering** Entry Timber Sets (with Lagging) to be not less than 10 inches in diameter at butt, and if shorter or longer than 10 feet to be paid in proportion, \$3.25 per set.

If conditions should arise in this work when men are ordered to perform work outside their regular work in order to prevent the footwall running away on account of high water or other cause, then this work shall be paid for on Company wages. This does not conflict with the regular wage board if used to divert the coal into the chutes or with the regular steps built in the ordinary course of their work.

Brushing to be paid at the rate of one cent per inch in the cross per foot wide per linear yard.

All other sets with lagging \$1.14 per set

Posts, 25 cents each.

Chutes Tight Side Lagging Loading into Small Cars and Pushing on First Rooms, Pushing Cars by Miners, Flat Room Works from Main Entry Decharge and Trucking are the same as for Number 2 room.

### Kennedy Room

Tonnage

Tonnage

Removing Pillars

per gross ton \$4.75

per gross ton .45

### Yardage:

Main Entry	per lineal yard	\$1.74
Counter Entries . .	per lineal yard	\$1.74
Raises	per lineal yard	\$1.18
Room Cross-Cuts (up to 25 ft.)	per lineal yard	\$1.18
(Over 25 feet, 58¢ extra per lineal yard)		
Splits, 8 ft. by 8 ft.	per lineal yard	\$1.18
Angles	per lineal yard	\$1.18

Jack Hammer and Steel to be provided by the Company in Main and Counter Entries and Raises.

### Timbering:

Main Entry	per set with lagging	\$2.32
Counter Entries	per set with lagging	\$1.18
All other timbering	per set with lagging	\$1.18

Props, other than choke props, 3 for \$1.18.

Main Entry Timbers not to be less than ten inches in diameter at the butt end.

Bridge Sticks paid for by Company work.

Main Entry Timbers below or above ten feet to be paid in proportion.

**Loading of Impurities:** Loading of Impurities from the Main Entries of the No. 3 Seam and the Kennedy Seam to be paid for as a car of coal.

Chokes, Tight Side Lagging, Loading into Small Cars and Pushing in Flat Rooms, Pushing Cars by Miners, Flat Room Necks from Main Entry, Dockage and Track-laying are the same as for No. 3 Seam.

**SUPPLEMENTARY AGREEMENT  
AGREEMENT ENTERED INTO  
between  
MOUNTAIN PARK LOCAL OF THE UNITED  
MINE WORKERS OF AMERICA, DISTRICT 18  
of the First Part  
and  
MOUNTAIN PARK COALS LTD.  
of the Second Part**

1. This Agreement shall apply only to rates on pillar coal from the Kennedy Seam, all other rates to remain the same as at present.

2. This Agreement shall continue in force until March 31st, 1940, and shall be considered as part of the present Agreement entered into on December 30th, 1938.

3. During the period from January 25th to March 31st, 1940, the Mountain Parks Coals Limited reserves the right to terminate this Agreement if on two weeks' notice if satisfactory results are not obtained with respect to conditions specified in Clauses 4 and 7 of this Agreement.

4. The rate for pillar coal under this Agreement shall be \$1.03 for the large cut as at present in use.

5. For the duration of this Agreement the dockage clauses, in so far as they apply to pillar coal, will not be operative. All other coal mined will remain subject to the dockage clauses in the present existing Agreement.

6. All coal shall be of such size as to pass through the grizzly screens at the batteries. Any pieces of rock or bone which are too large to pass through the grizzly shall be taken out and under no circumstances shall

they be allowed to pass into the chutes. In the event of any miners failing to observe this provision of the Agreement they shall be warned for the first offence and if the offence is repeated they shall be liable to dismissal.

7. If during the extraction of any pillar, coal is delivered into the chutes with such a proportion of impurities that, in the opinion of the management of the mine it is advisable to divert it to the rock bank, any cars so loaded shall not be paid for. However, in cases where the miners are asked to run rock from the pillars into the chutes by any officials of the Company, they shall be paid consideration for the time spent in doing this work. Such rock shall be of a size as not to block the chute.

8. All narrow work coal which is mined in connection with pillar workings shall be paid for on the basis of \$3 tons per yard of narrow work driven and at 12c per ton.

Dated at Mountain Park, Alberta, this 29th day of January, 1940.

Signed on behalf of the UNITED MINE WORKERS OF AMERICA, MOUNTAIN PARK LOCAL.

"J DAVIES"

Signed on behalf of the MOUNTAIN PARK COALS LIMITED.

"A. C. HNATYSHYN."

Witness to the above signatures

"J. A. DUTTON"

"H. A. PHIPPS."

## Local Conditions

**Return of Tools** The Company agrees to pay the owner of returned tools the same price he paid for them less 10 per cent for depreciation, provided these tools are fit for resale to other men at this price, tools unfit for further use not accepted.

**Supplies** The cost of supplies such as tools, coal, etc., to be reduced as near to cost as possible, or approximately around cost plus 25 per cent.

**Insurance on Employees' Clothing** The Company will insure employees' clothing in the Washhouse against loss by fire only, to a maximum amount of Thirty-five Dollars (\$35.00) in each individual case.

**Day Shift Hobstman.** When hoisting coal to be paid \$10.75 per shift during period boilers are in operation.

## Coal To Employees

Lump Coal - - - \$6.25 per ton delivered  
Delivered by Company tender.



# **KANANASKIS EXPLORATION & DEVELOPMENT CO. LTD.**

## **Outside Day Wage Rates**

	Per Eight Hour Day
Power House Engineer	\$10.58 to \$11.27
Caterpillar Driver	11.17
Hoisting Engineer	11.11
Blacksmith	11.05
Carpenter	11.05
Machinists	\$10.58 to 11.05
Welders—Acetylene & Electric	
1st Class	11.05
2nd Class	10.58
Haulman	10.87
Motorman	10.87
Box Car Loader Engineer	10.58
Car Repairer	10.58
Timber Framers	10.58
Truck Drivers	10.58
Firemen	10.87
Blacksmith's Helper	10.87
Carpenter's Helper	10.87
Car Repairer's Helper	10.87
Machinist's Helper	10.87
Tipple Dumper	10.87
Teamster	10.87
Lampman	10.87
Stableman	10.87
Railway Car Handlers	10.87
Electrician's Helper	10.87
Tipple Oilers	10.87
Car Oilers	10.87
Ashman	10.87
Slate Pickers	10.87
All other labour unclassified	10.87
Boys to 18 years	8.47
Boys over 18 years	Men's Rate
Belquette Plant Men	
Pressmen	\$10.73

# Outside Day Wage Rates (Continued)

Miner	10.73
Older	10.07
All other labor unclassified	10.07
Inside Day Wage Rates	
	Per Eight Hour Day
Rock Miner	\$11.43
Mine Carpenters	11.05
Driver Spoke Team	10.95
Miner	10.95
Shot/Blaster	10.95
Bratticeman	10.95
Timberman	10.95
Tracklayer	10.95
Hoistman	10.95
Machinemen (Air)	10.95
Machinemen (Electric)	10.95
Machineman's Helper (Air)	10.87
Machineman's Helper (Electric)	10.67
Timber Handler	10.63
Motorman	10.56
Driver	10.56
Rope Rider	10.56
Locomotive Engineer	10.56
Conveyor Runners	10.39
Bratticeman's Helper	10.07
Timberman's Helper	10.07
Tracklayers' Helper	10.07
Motorman's Helper	10.07
Pipe Fitter's Helper	10.07
Locomotive Switchman	10.07
Cagers, Slope and Incline	10.07
Pumpman	10.07
Couplers (Men)	10.07
Roller Men	10.07
Pushers	10.07
Buckers	10.07
Loaders	10.07
All other labour unclassified	10.07
Boys to 13 years	9.42
Boys over 13 years	Men's Rate

## **DOCKBILL Three-Man Crew**

Machinist (in charge of place)	\$12.00
Dockbill Operator	12.00
Foreman	12.00

## **Four-Man Crew**

As above with the addition of a Second Foreman 11.00

This crew may be required among his other duties, to attend to loading at the discharge end.

It is understood that the crew duties may be interchanged.

## **AGREEMENT COVERING STRIP MINING IN ALL ILLINOIS'S AREAS**

In the matter of dispute regarding the application of the Agreement between United Mine Workers of America and The Western Stevedores Association, the Western Stevedores Association, stripping operations having carried some operations with underground mines. It is accepted by both parties that the said Agreement also be deemed to be applicable to strip mines of the Western Stevedores and the Association that are engaged in operations with underground mines and such and business as a general company to properly apply the said Agreement to such operations and in part for the following matters. For the purpose of this Agreement, the present surface operations are to be considered as being operated in connection with an underground mine.

**Settlement of Local and General Disputes.** Where a dispute arises at a stripping operation the employee concerned or a Union representative from the stripping operation may accompany the Foreman when the matter is being taken up with the Mine Manager and



of seniority. All seniority and preference of employment is to be subject to the ability of the employees to do the work required.

The Company agrees that fleet-owned trucks will not be employed so as to displace non-company trucks already in the employ of the Company, but where no owner-driven trucks are employed, the United Mine Workers of America agree that it is the Company's right to hire a fleet of not less than four trucks or wagons, which shall not be owner-driven, from a bona fide truck owner, as pieces of equipment on any basis mutually agreeable to the Company and the owner of said equipment, and that drivers will be employed at Agreement rates and subject to all of the provisions of the Agreement.

It is agreed that on hauls where individually-owned trucks are already operating on a contract haulage rate, fleet-owned trucks will not be hired at a lesser contract rate.

It is agreed that the making of contract haulage rates for individually-owned trucks at each operation shall be a matter of negotiation between the Company and the United Mine Workers. It is further agreed that the existing rates now in effect shall be used as a basis for the negotiations of an Agreement.

For the purpose of regulating the operation of trucks and avoiding unnecessary delays, it is agreed that the Company has the right to determine the starting time of each individual truck within the limits of one hour after the commencement time of any regular shift. Said starting schedules to be arranged by the Company and posted.

This Agreement is made in substitution for and abrogates the striking memorandum and accompanying letter from Mr. Stubbs to Mr. Livett, which documents are dated March 4th and 5th, 1947.

Signed on behalf of:

United Mine Workers of	The Western Canada
America District 18	Bituminous Coal Opera-
"R. LIVETT"	tors' Association
"J. STOKALUK"	"J. A. McLEOD"
"A. J. MORRISON"	"FRANK J. HARQUAIL"
"EDWARD BOYD"	"T. H. WILSON"
"W. URE"	"W. C. WHITTAKER"

Witness as to above Signatures

"S. W. FOSS"

## CLASSIFICATIONS AND DAY WAGE, STRIP MINES

	Per Eight Hour Day
Caterpillar Operators	\$11.17
Except at Cadomin, Lussac and Mountain Park where the rate is	11.40
(The above rates to cover all Caterpillar Operators regardless of the attachment used)	
Shovel Operators	12.50
Except at Lussac and Mountain Park where rate is	12.40
(The above rates to apply for all shovel attachments)	
Drillers	10.64
Drillers' Helpers	10.07
Truck Drivers, including Euclid Drivers	10.58
Others	10.07
Common Labour	10.07
Mechanics, 1st Class	11.06
Mechanics, 2nd Class	10.58

THIS AGREEMENT shall be forthwith submitted by the Union for ratification by referendum to its membership, and upon being ratified by a majority voting upon such referendum, this Agreement and all provisions thereof shall be deemed to have become and to have been binding on the parties of the first and second parts as from the date hereof.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands at Calgary, Alberta, this 9th day of February, A.D. 1959.

Signed on behalf of the United Mine Workers of America District 18:

"R. LIVETT"  
"EDWARD BOYD"  
"M. P. SUSNAR"  
"JOSEPH FERGUSON"  
"JOHN H. CAMERON"  
"S. WEAVER"  
"GEO. RATTY"  
"J. F. DUGDALE"

Witness as to above Signatures:

"S. W. FOSS"

Signed on behalf of The Western Canada Bituminous Coal Operators' Association:

"T. G. EWART"  
"W. C. WHITTAKER"  
"WM. WILSON"  
"JOHN GORDON"  
"WM. BIRD"  
"J. J. McINTYRE"  
"FRED HORNE"  
"D. B. YOUNG"

Witness as to above Signatures:

"S. W. FOSS"

36 gals.

36) 938 (26

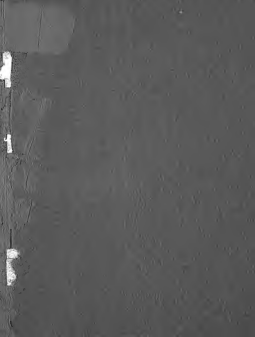
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Lucas Coal Co.





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